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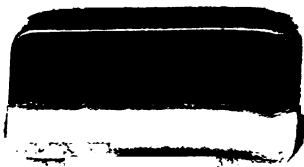
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The Commonwealth of Massachusetts

THIRTY-NINTH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

FOR THE YEAR

1908

BY

THE DIRECTOR OF THE BUREAU OF STATISTICS



BOSTON

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STATISTICS OF LABOR—1908.

INTRODUCTION.

The Thirty-ninth Annual Report on the Statistics of Labor for Massachusetts is presented herewith and consists of three parts with these designations:—Part I, Strikes and Lockouts; Part II, Labor Organizations; Part III, Changes in Rates of Wages and Hours of Labor. The statistics presented upon each of these subjects, to the extent that they cover a period of time, are for the year ending December 31, 1908, and to this fact is due the comparative tardiness with which this volume is issued, it having seemed desirable to make the statistical year for the work of the Bureau—which formerly ended September 30—co-terminus with the calendar year. This change has involved certain retabulations and necessitated delay in the preparation of the work as a whole, such as should not again be necessary.

The report on Strikes and Lockouts is the ninth annual presentation of the subject by this Bureau, and a careful comparison of it with that of similar documents issued by other official authorities will, we believe, justify the statement that it will rank with the best of such reports issued by foreign bureaus of labor statistics, while it is undoubtedly more complete than any yet issued on the subject in the United States. The report on Labor Organizations represents the Bureau's first attempt to gather comprehensive data on this subject. The report on Changes in Rates of Wages and Hours of Labor is the second regular presentation of this character.

It is, perhaps, needless to say that in this work every effort has been made, within our resources and with regard to the character of the data involved, to make the respective presentations accurate; and it is believed also that they constitute an impartial statement of facts without prejudice or color. It is proper, in this connection, to say that such merit as the report possesses would not have been possible without the cordial co-operation of both workingmen and

employers of labor, who have, in general, responded cheerfully to the requests for information made by the Bureau.

This branch of the work of the Bureau of Statistics has been in the immediate charge of Mr. Frank S. Drown, who, with the assistance of Mr. Roswell F. Phelps, has made the compilations and supervised the tabulations, and the industry, care, and general efficiency with which they have performed these duties are entitled to frank recognition.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

STATE HOUSE, BOSTON,
December 1, 1909.

PART I.

STRIKES AND LOCKOUTS.

STRIKES AND LOCKOUTS.

INTRODUCTION.

DEFINITIONS AND EXPLANATION OF TERMS, SCOPE AND METHOD
OF THE REPORT, ANALYSES, AND RECORD OF DISPUTES OC-
CURRING DURING THE YEAR.

Every labor organization and every establishment affected by labor disputes in the Commonwealth, of whatever magnitude, has been corresponded with in an effort to make this report on the strikes occurring in Massachusetts during the year 1908 (the ninth annual presentation of the subject) as complete and thoroughly comprehensive as possible. Approximately 200 schedules, on which appeared inquiries relating to this subject, were returned to the Bureau through correspondence and 740 by means of personal visits made by special agents. We feel confident, therefore, that no labor disturbance worthy of record has escaped notice and inclusion in this report.

The statistical tables dealing with details, together with an explanation of classifications, are given on pages 76 to 139. No statistics, however, can be intelligently consulted without an understanding on the part of the reader of the method followed in gathering the data, comprehensive definitions of the terms used in tabulating and presenting the same, and an attempt to point out by text analyses some of the more significant facts set forth in the tables. These introductory pages, therefore, are devoted to:

- I. Definitions and Explanation of Terms
- II. The Scope and Method of the Report
- III. Analysis
 1. Number of Disputes and Persons Affected
 - (a) Statistics of Disputes for All Industries
 - (b) Attack and Defense Disputes
 - (c) Lockouts

III. Analysis — *Con.*

1. Number of Disputes and Persons Affected — *Con.*
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 - (e) Prevalence of Strikes by Industries
 - (f) The Effect of Labor Organizations
 - (g) Women in Labor Disputes
 - (h) Single and General Strikes
2. Causes of Disputes
 - (a) Statistics of Causes for All Industries
 - (b) Causes of Strikes by Industries
 - (c) Causes of Strikes Ordered by Labor Organizations
3. Duration of Disputes and Time Lost
 - (a) Statistics of Duration and the Closing of Establishments
 - (b) Working Time Lost by Labor Disputes
 - (c) Duration According to Size of Disputes
 - (d) The Effect of Labor Organizations
 - (e) Prevalence of Disputes According to Season of the Year
 - (f) Strikes of Less than One Day's Duration
4. Results of Disputes
 - (a) The Effect of Labor Organizations
 - (b) Results as Dependent upon Causes
 - (c) Results According to Duration
 - (d) Results of Single and General Strikes
5. Methods of Settlement

IV. Review of the Important Strikes of the Year

1. The Lasters' Strike at Lynn
2. The Building Trades Strike at Boston
3. The Painters' Dispute at Springfield
4. The Strike in the Granite Industry at Quincy

I.

DEFINITIONS AND EXPLANATION OF TERMS.

In previous reports a distinction has been made between strikes and lockouts. Such a distinction is often very difficult to draw in practice, the relatively slight difference being shown in the following definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment, or several establishments, to enforce a demand on the part of the employees; a *lockout* is a refusal on the part of the employer, or several employers, to permit a part or all of the employees to work, such refusal being made to enforce a demand on the part of the employers. It appears, therefore, that these two classes of industrial disturbances are practically alike, the only difference being that in a strike the employees take the initiative, while in a lockout the initiative is taken by the employer.

As a matter of fact the distinction between strikes and lockouts is not wholly indicated by the above definitions. It is not true that every strike involves a demand initiated on the part of the employees. The statistics of strikes show that a very common cause of refusal to work is unwillingness to accept new terms proposed by the employers. On the other hand, a lockout may perhaps be clearly defined in the above definition, although it may readily happen that a lockout may owe its first initiation to a demand on the part of the employees. Because of the similarity between these two classes of disputes, this Bureau has grouped them together and has devoted some consideration to another classification, by grouping together on the one hand all cessations of employment which result from a movement begun in the first instance by the employees, — denominated *attack disputes*, — and by including on the other hand all cessations of employment resulting from the initiative of the employer in making some change in the conditions of employment, which have been called *defense disputes*. Thus, for example, in the classification of causes, instead of treating some strikes as being caused by resistance to reduction in wages and some lockouts as being due to desire to enforce reduction in wages, all disturbances of this sort were brought together under the general cause: "Against reduction in wages."

An unfortunate result likely to arise from careless interpretation, on the part of the general public, of the technical distinction between

strikes and lockouts is the tendency to attribute a certain degree of blame to the party inaugurating the dispute. It appears that there is a much larger proportion of strikes than of lockouts, and employees are, therefore, more apt to be held to a greater share of responsibility. But when it is ascertained that a considerable number of disputes classed as strikes is due to resistance to proposed reduction in wages or other changes in working conditions, rather than to demands by employees, some of the onus that might attach to a strike may be removed; yet that fact is not always understood by the ordinary reader of newspaper accounts of individual strikes or by the reader of strike statistics.

The majority of industrial disturbances are, it is true, due to demands of workmen rather than to changes proposed by the employer; but the proportion due to action of the employees is not so great as the proportion of strikes compared with lockouts, as the ordinary use of these words would indicate. For example, during the year 1908 there were 94 strikes and four lockouts, a total of 98 disputes, but when we consider whether the cessation of work was due to the demands of the employees for changes in conditions or whether it was due to changes proposed by the employers we find that there were 64 disputes of the former class and 34 of the latter. It is worthy of note, moreover, that the number of lockouts as indicated by the statistics of previous years is so small that the conclusions as to industrial disputes which may be drawn from the consideration of the statistics of strikes alone would not be greatly modified by including the figures regarding lockouts.

For these reasons in this report the term "strike" refers to both strikes and lockouts, the term "strikers" refers to both strikers and locked-out employees, and the results of all disputes are presented from the standpoint of the employee. One exception to this combination of statistics of strikes and lockouts has been made in the consideration of disputes ordered by labor organizations and those not so ordered. It is obvious that lockouts can not be tabulated under either of these classifications.

In previous reports the individual strike has been taken as a unit in the consideration of causes and results. Many disputes, of course, cover several different establishments, the average number of establishments to a strike during the five-year period, 1904 to 1908, being 3.4. Strikes are of all degrees of magnitude. In some only

one establishment is affected; in others the strike may extend through a city, a State, or an entire section of the country involving hundreds or even thousands of separate plants or enterprises. It is therefore apparent that statistics as to the causes and results of strikes, which take as the unit only the strike based upon its character, might be very misleading. Thus a strike won by employees in 100 or 1,000 establishments would count no more in a table of statistics recording the results of strikes than would an unsuccessful strike in which a few employees in a single establishment were concerned. On the other hand, there are very great differences in the size of establishments and the number of persons employed, and, using as a basis the establishment, a successful strike in an establishment employing 1,000 persons counts for no more in the summaries of results than an unsuccessful strike in an establishment employing 10 persons. Yet it is evident that comparisons between industries as regards prevalence of strikes and lockouts, and their results, are likely to be especially misleading if made on this basis alone, because of the wide differences in the average size of establishments for the different trades; and it appears that for most points statistics of results on the basis of establishments, such as are here presented, are, therefore, somewhat more satisfactory than those based on individual strikes and lockouts, since each of the more important disputes will, on the average, affect more establishments than will the less important.

But the most satisfactory basis of comparison as to the results of strikes is the number of strikers. It is surely of greater social importance to know that 40 per cent or 50 per cent of the strikers have won or lost their cause than it is to know that in 40 or 50 per cent of the establishments of various sizes concerned the workingmen have been successful or unsuccessful. Because of these considerations this Bureau has changed, in this report, the basis of statistics as to the causes and results of strikes from the individual strike, which was formerly used as the unit, to the establishment, and the number of strikers.

OTHER DEFINITIONS.

A *general strike* is a strike involving two or more establishments and entered into by the concerted action of employees of several establishments. The term "establishment," as used in this report, means the place or places of work operated by a person, firm, or corporation in a locality. The plants of different employers in the

same locality, or of the same employer in different localities, are considered separate establishments. In the building trades each separate job or building under construction is considered an establishment whether there are one or several employers. General strikes involving more than one city or town have been tabulated under the locality most affected and cross references made to the other localities involved.

As the result of the dependence of one occupation upon another, the cessation of work by strikers in many cases renders it impossible for other employees in the same establishments, who perhaps have no grievance or desire to strike, to continue work. The number of *strikers* includes only those who actually joined in the demand and followed the demand by a cessation of work. The term *employees thrown out of work*, as used in this report, includes only those who were thrown out of work as a result of the strike action of others and who were not on strike themselves. It should be remembered that the same persons may strike two or more times in a single year, in which case they would be duplicated in the statistics of the number of strikers. The same is true of the figures for persons thrown out of work.

The *number of strikes* ordered by labor organizations includes all strikes ordered by direct vote of the members and also all ordered by a business agent or committee of such organization acting under powers conferred by the trade union. The strikes that are tabulated as not having been ordered by labor organizations are not necessarily strikes begun and carried on by non-union employees. They include not only this class of strikes, but also strikes carried on by members of trade unions acting without the authority of their organizations. It was not practicable to secure sufficiently definite information to separate these last two classes of strikes; therefore they have been combined under the single classification of "Strikes not ordered by labor organizations."

An establishment was considered *closed* when its usual productive work was discontinued. The *aggregate number of days closed* is the sum of the number of working days each establishment was closed. The figures indicating the average number of days closed per establishment were found by dividing the aggregate number of days closed by the number of establishments closed.

A strike was considered *successful* when the employees secured the conditions for which they struck. A strike was considered *partly successful* when the employees met with success in a part of their demands, or with partial success in some or all of their demands. A strike was considered *a failure* when the employees did not secure any of the conditions for which they struck.

It is obviously difficult to determine the actual *duration* of any particular strike or lockout. In cases where all the employees striking are afterwards reinstated at one time, the duration of a strike is easy to determine; but where, as often happens, the strikers either surrender a few at a time, or are gradually replaced by other persons, no particular point can be fixed for the end of the strike. In computing the duration of disputes the day on which the employees first ceased their work was regarded as the beginning of a strike or lockout. The day when the employees went back to work, or the day on which enough employees had been placed at work to enable the employer to carry on the work practically as before the strike, was regarded as the end of a dispute.

The number of working days lost is computed by multiplying the duration by the number of strikers. This term is not very apt, and it must be candidly admitted, and borne in mind by the reader, that the result of the calculation can be at best only approximate and is an insecure statistical basis for deductions. This is partly because many employees secure work in other establishments during the pendency of a dispute in which they have been primarily involved, partly because after a dispute is closed establishments may work overtime, or more regularly, so that much or even all lost time may be made up, and partly because of the difficulty in computing accurately the working time lost in disputes in which the places of the strikers are gradually filled by others.

Disputes involving less than two employees, or lasting less than one day, have not been taken into account in compiling the statistics. Strikes lasting less than one day have been investigated as far as possible and are tabulated separately. This report, which covers the calendar year, 1908, includes all strikes and lockouts which began during the year, although in some instances they were not settled within the year. In the table summarizing by years the working days lost and the number of employees involved, the figures given cannot

represent absolute accuracy for a given year because the entire number of strikers and the working days lost are placed in the year in which the strike began.

Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout; and, while the causes may be stated in many different ways, nearly all of them fall within a very few leading causes or groups of causes. The causes of strikes have been classified under seven general headings: (a) wages, (b) hours of labor, (c) the employment of particular classes or persons, (d) working conditions, (e) trade unionism, (f) sympathy, and (g) miscellaneous. Several subheadings have been made under each of these classifications, for a detailed explanation of which the reader is referred to pages 136 to 139 of this report.

The methods of settlement of disputes have been classified under six headings: (a) by direct negotiations, (b) by arbitration, (c) by return to work without negotiations, (d) by filling places, (e) by shutting down, (f) by union ordering men to return.

(a) *By direct negotiation* means that the dispute was settled by conferences or negotiations between the parties direct, or by the representatives of the organizations of employers or employees of which the parties concerned were members.

(b) *Arbitration* means that the issue which caused the dispute was referred to and settled by a disinterested third party. The arbitration may be by one person, several persons, the State Board of Conciliation and Arbitration, or a local board of arbitration.

(c) *Return to work without negotiation* means that the strikers, after leaving work, applied to the former employer for reinstatement in his employ. In such cases the strikers generally return under the same or possibly worse conditions, from their standpoint, than existed before the dispute.

(d) *Filling places* means that the employer succeeded in procuring desirable employees to fill the places of those who left work or men who were able to perform the work formerly done by the strikers in such a manner that the work of the establishment could be carried on until more skilled employees could be obtained.

(e) *Shutting down* means that the employer was obliged to cease operations permanently.

(f) *Union ordering men to return* means that the dispute was set-

tled by the union refusing to sanction the strike and deciding that the men must return to their former employment.

The term "*industry*," in its correct use, applies only to productive labor, that is, labor employed in manufacturing. In this report, however, on account of the lack of any other suitable term, it includes the labor employed in any form of business. All the different departments of business are for the purposes of convenience classified into 13 groups. The complete classification of all industries and the occupations included in each industry are given on pages 122 to 135.

II.

SCOPE AND METHOD OF THE REPORT.

In order that the method of securing the data upon which this report is based may be understood, the forms of the schedules used by this Bureau are shown below substantially as they were sent out. The distribution of these schedules and form letters is preceded by a considerable amount of clerical work in the office, made necessary in order to establish a list of strikes and lockouts concerning which definite inquiry must be made, since no legal requirement rests either upon employers of labor or employees to voluntarily notify the Bureau of the occurrence of industrial disputes. We are, therefore, dependent for our primary information upon newspapers, trade journals, labor publications, etc., a large number of which are examined daily. References to strikes and lockouts found in this manner are then subjected to official verification by means of a circular letter and schedule sent to responsible representatives of both parties to the dispute.

[The letters of inquiry sent to the employers differ slightly from those sent to the labor organizations, and (where these differences occur) the matter printed in small capital letters and in brackets shows the wording of the letters sent the employers and the representatives of the employees respectively.]

This Bureau has received notice of a strike (or lockout) of (number) (occupation) in your employ on (date) (cause).

We are desirous of obtaining a *complete* and *accurate* record of strikes and lockouts in Massachusetts as they occur. These statistics are collected and published by the Bureau in pursuance of Revised Laws, Chapter 107, Section 2, as amended by Acts of 1908, Chapter 462, Section 1, which provides as follows:

It shall be the duty of the Bureau to collect, assort, arrange, and issue from time to time reports embodying statistical information relative to the commercial, industrial, social, educational and sanitary condition of the people and to the permanent prosperity of the productive industries of the Commonwealth.

As the value of these statistics is greatly increased if the parties concerned co-operate with the Bureau by supplying accurate information, will you kindly answer as many as possible of the questions asked on the form annexed? Permit me to assure you that ANY INFORMATION YOU MAY BE WILLING TO FURNISH WILL BE USED SOLELY FOR STATISTICAL PURPOSES, AND WILL NOT BE PUBLISHED UNDER YOUR NAME [all returns of individual unions will be regarded as absolutely confidential and the information procured will be

published in the form of summaries only, so as to show general conditions existing in the Commonwealth; the individual sources of information will not be disclosed], although the names of establishments and organizations concerned in large and important disputes may occasionally be used when the information is a matter of common knowledge and publicity in the press.

If from any cause you are unable at present to answer the questions on Part II of the form, will you kindly fill in and return Part I at once and send Part II as soon as it is possible to do so.

The practice of the Bureau is to ask A REPRESENTATIVE OF THE EMPLOYEES [the employer] affected by the dispute for similar particulars.

A schedule containing the following questions as to the chief points connected with the matters at issue was sent to each of the employers affected:

1. Strike or lockout?
2. City or town in which dispute took place?
3. Name of employer or establishment affected?
4. What other firms, if any, were involved in this strike?
5. Industry?
6. Locality, street and number of place of business?
7. Date on which employees first left work? Time of day?
8. Cause or object of strike or lockout? (Since the demands of the strikers have often only *slight* connection with the fundamental cause of the strike and frequently do not coincide with the original matters in dispute, details should be given with care in answer to this question.)
9. Were any negotiations between the employers and employees entered into before the strike or were the demands of the employees flatly refused?
10. Did the employees strike in violation of any existing agreement? How many?
11. Was the strike ordered by a labor organization? Name of organization?
12. Was the work of the establishment suspended on account of strike or lockout? For how many days?
13. Was there any appreciable reduction in the amount of business done by the establishment during the strike or lockout? How long did this reduction continue?
14. Number of persons employed in establishment before strike or lockout? Males? Females? Total?
15. Number and occupation of persons for whom strike was undertaken or against whom lockout was directed?
16. Occupation of strikers. (For those who did not strike on the first day, state the day on which they struck.) Number of strikers (men and women). Apprentices and young persons (males and females).
17. Occupations of other employees who were thrown out of work as a result of the strike, although not on strike themselves (men and women).

Number of apprentices and young persons who were thrown out of work (males and females).

18. Date on which agreement to resume work was made?

19. Date on which work was actually resumed?

20. If strike was not declared off, when were the places of enough strikers filled so that employer was enabled to carry on the work practically as before the strike?

21. How many working days were the employees, who were thrown out of employment by the strike, out of work?

22. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted, or what other concessions were made?

23. Number and occupations of employees who were benefited by result of strike? Strikers? Non-strikers?

24. If all the strikers did not return to work: How many refused to return? How many were definitely discharged?

25. Number of persons employed after the strike who were not employed before? Males? Females? Total?

26. Were other workmen employed during the strike to take the place of the strikers? How many and of what occupations?

27. Kindly enclose copy of any printed or written agreement that may have been made.

28. Method of settlement (Place a cross (X) opposite the method used in this dispute):

By negotiation between employer and organization of employees.

By negotiation between organization of employers and organization of employees.

By negotiation between the employer and the employees as individuals.

By arbitration (referred to and settled by a distinctive third party).

If settled by arbitration give name of persons or body acting as arbitrator.

By return to work without negotiations.

By return to work on employer's terms after negotiations had failed.

By filling places of strikers.

If settled by filling places, were the employees secured from other localities?

By shutting down establishment permanently.

29. In how far did persons willing to work require police protection during the strike?

30. Did strike cause damage to material or equipment (viz., by the spoiling of unfinished goods, etc.) or other positive injury and expense?

31. Did it cause falling off in production? Was this made up for after the close of the conflict (through increased activity or overtime work)?

32. Was the firm hindered in the prompt filling of orders or delivery of goods? Were such orders filled by other concerns (related or not)?

33. Did changes made in the condition of the personnel because of the dispute result in injury or disturbance to the business?

34. Were there other damages or difficulties for the employer?

35. If the result involved a change in the rates of wages or hours of labor, give the following particulars for all employees affected: Occupations; number of employees affected; date from which change took effect; rate of wages a week (in the case of piece-workers, state this fact, with increase or decrease in piece prices, and give estimate of change in average weekly earnings of the ordinary worker), before change and after change; hours of labor a week, before change and after change.

36. Remarks regarding violence, intimidation, boycotts, picketing, and injunctions in this dispute?

The schedule sent to the representatives of the employees contained the following questions:

1. Strike or lockout?
2. City or town in which dispute took place?
3. Names of labor organizations to which strikers belonged?
4. Names and addresses of secretaries or business agents?
5. Names of employers or establishments affected?
6. Were any negotiations entered into before the strike?
7. First day on which employees left work?
8. What demands were made by the strikers at the beginning of the strike?
9. What was the object of the strike?
10. What propositions were made by the employers before the strike began?
11. Was the strike ordered by your local or by your National union?
12. After strike had begun, was it controlled by the local union or from headquarters of the National union?
13. Number and occupation of persons for whom strike was undertaken or against whom lockout was directed?
14. Occupations of strikers. (For those who did not strike on the first day, state the day on which they struck.) Number of strikers (men and women); number of strikers who were members of your union (men and women); number of strikers under 18 years of age (males and females).
15. Date on which agreement to resume work was made?
16. Date on which work was actually resumed?
17. If strike was not declared off, when did all of the strikers secure employment elsewhere?
18. If strike was not declared off, on what date did union consider strike ended?
19. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted, or what other concessions were made.

20. Method of settlement (check method used in this case):

By negotiation between employer and trade union.

By negotiation between organizations of employers and trade union.

By negotiation between the employer and the employees as individuals.

By arbitration (referred to and settled by a distinctive third party).

If settled by arbitration give name of person or body acting as arbitrator.

By return to work without negotiations.

By return to work on employer's terms after negotiations had failed.

By filling places of strikers.

If settled by filling places, were the employees secured from other localities?

By shutting down establishment permanently.

21. Were strike benefits paid to the strikers? Give rates per week.

22. Total amount paid to strikers in this dispute?

23. Other expenses in conducting strike?

24. Amount received from National union for carrying on the strike?

25. Other sources from which money was received for carrying on strike?

26. Remarks.

Every employer affected by a strike or lockout which occurred during the year, and in cases where the strike was ordered by an organization, either of employers or employees, officers thereof were asked to contribute their information. If the information given by either side in the controversy agreed with that secured by the other the facts were considered accurate. If there were discrepancies, or either side refused information, an agent was sent to interview representatives of both parties to the dispute. After considering all the evidence to be gained on either side, a report was made on what the facts seemed to be. It may be, therefore, that participants, or others supposing themselves to be cognizant of the facts relating to a certain strike, will find the details as exhibited in the tables somewhat different from their own recollection. In explanation it may be stated that the conflicting statements were weighed and each detail determined as judicially as possible, making the report not to agree with the testimony of a single individual, but in harmony with the concurrent evidence of the majority, or what seemed the most reliable. This Bureau made every effort to secure the truth, and did not leave a controversy until it fully believed that the truth had been reached.

The agents were also instructed to make every possible effort, by personal inquiry and consultation with officials of labor organizations, employers' associations, etc., to learn of any other labor disturbances which had occurred in the districts assigned them for canvassing during the period under consideration, so that all strikes and lockouts might be investigated.

The following instructions were given the agents for filling out the schedules:

This investigation is intended to cover all strikes and lockouts occurring from January 1 to December 31, 1908, inclusive.

The agent is expected to secure a schedule for each establishment, in which strikes or lockouts occurred, embraced in his assignment. The principal data which the Bureau has secured concerning each strike and lockout will be sent with each assignment, and the agent is expected to gather from every accessible source all the *additional data* that can be obtained. He should make inquiry of all local labor unions and employers' associations, and whenever a schedule is obtained from an establishment he should inquire if there have been other disturbances in the same establishment or in other establishments in the territory assigned. When an agent completes his assignment he should mark each memorandum "information sent in," or "no strike," and forward it to the Bureau. In cases where investigation shows that there were no strikes, a complete statement of the trouble should be obtained.

Except for small and insignificant disturbances the agent should always see, if possible, *both the employers and the employees*, selecting from the latter the leading ones who were active in the disturbance. If the statements made by the opposing parties do not substantially agree, the agent should make such further inquiry and investigation as is necessary to determine approximately the probable truth. In general, however, the agent need not hunt up any great number of individuals to verify points that from his experience he believes to be substantially correct.

The schedule may be used for either a strike or a lockout. Two forms are furnished: B-35 for employees and B-36 for employers.

The word "establishment" as here used means the place or places of work operated by a person, firm, or corporation in a locality. The plants of different employers in the same locality, or of the same employer in different localities, are considered separate establishments. In the building trades a job, or building, under construction is considered one establishment, however many *employers* may be engaged upon it.

In the case of a general strike or lockout, that is, one involving two or more establishments, one schedule (B-36) should be used for each establishment involved.

It is not always easy to determine whether or not disturbances occurring in several establishments at or about the same time constitute a general strike

or lockout. The general test is, was there concerted action either at the beginning of the trouble or later during the continuance thereof. In case of doubt a full statement of the facts should be referred to the office for an opinion.

If a general strike or lockout extends beyond the territory that has been assigned to a particular agent, he should state that fact when sending in the schedule for that territory. He should also state by note or attached memorandum, as fully as he can, the other establishments and localities covered by the general strike or lockout.

Great care should be exercised in reporting sympathetic strikes. A sympathetic strike is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit, but go out in order to assist the employees of some *other* establishment in enforcing their demand.

Schedules should be taken for all strikes and lockouts lasting *less than one day* as well as those of longer duration. In the case of a strike or lockout of less than one day's duration the agent must be sure, however, that there was an actual, well-defined cessation of work for the express purpose of enforcing a demand, and, further, whether the cessation of work caused a loss of wages.

Schedules must not be left with individuals to be filled out and mailed to the agent; the information must be procured at the time by the personal labors of the agent. Should the individual insist upon returning the schedule by mail, or in person, the agent should first see that it is correctly filled out.

Schedules should be forwarded to the Bureau as soon as possible after completion in order that they may be examined, if possible, before the agent leaves the locality. A schedule is not considered completed until both parties to the dispute have been interviewed and any discrepancies that may occur in the statements of either are investigated.

Should an agent desire to correct or add to a schedule he has sent in he should ask to have the schedule returned to him for that purpose.

Notes, that for want of space can not be entered on the schedule, should always be sent in on sheets of paper of *schedule size* attached to the schedule. Such paper can always be had on requisition.

Each question should be answered carefully in order that further investigation may be rendered unnecessary. Where the proper answer is "no" or "none," this word should be written in, so that it may be known that the question has been considered. If the question is not applicable to this dispute put an "X" opposite the inquiry.

Form for Employers (B-36).

Inquiry 1. *Strike or lockout?* Write the word "strike" or "lockout." Do not strike out one word or the other in the question.

Inquiry 2. *City or town in which dispute took place?* Enter here the city or town in which the dispute began and any other locality into which the strike extended.

Inquiry 3. *Name of employer or establishment affected?* Enter here the

name of the establishment to which the information contained on the schedule relates.

Inquiry 4. What other firms, if any, were involved in this dispute? Enter here the names of all the establishments involved in the dispute. If for want of space the names can not all be given here, the additional names may be written on the fourth page of the schedule. In the case of a general strike or lockout, the names of all the establishments involved need be written on but one of the schedules and references made on the other schedules to the one which contains the full list of establishments.

Inquiry 5. Industry? Insert the specific industry or business carried on, as: Shovels, nails, shoes, wooden packing boxes, flint glass works, men's factory-made clothing, etc.; do not give general classification names, such as: Agricultural implements, metals and metallic goods, etc. Such classification as may be deemed necessary will be made in the office.

Inquiry 6. Locality, street and number of place of business? Give post-office address, street and number of employer, so that he may be quickly found should any question arise relative to the strike or lockout.

Inquiry 7. Date on which employees first left work? Time of day? Enter the date on which the strike or lockout began, that is, the date on which the strikers first suffered a loss of wages, as "January 16, 1908." In answer to the second part of the inquiry state whether the strike or lockout began in the morning before the usual hour of commencing work, during the morning period, during the noon hour, or during the afternoon period.

Inquiry 8. Cause or object of the strike or lockout? (Since the demands of the strikers have often only slight connection with the fundamental cause of the strike and frequently do not coincide with the original matters in dispute, details should be given with care in answer to this question.) In some strikes and lockouts the demands made and the object sought may not be the same. The agent should endeavor to learn of any such underlying motive. The following directions are given as a guide in a general way for answering this inquiry:

a. It is not sufficient to say that the cause of a strike was "For increase in wages;" the answer should state the present rate and the rate demanded, as, "For increase in wages from \$1.50 to \$1.75 a day;" or "For increase in wages from \$0.20 to \$0.25 an hour," etc. If, however, several rates of wages are involved, the per cent of increase demanded or of decrease objected to may be given instead of figuring out the actual change in each daily rate. This per cent may be estimated without going into any extended calculation, as the judgment of the agent and the person interviewed should not be far from right. This instruction applies to those cases where there is a general change of scale.

b. If the demand was for reduction in hours, always state the hours worked and the hours wanted, and also state whether or not the reduction in hours would cause a reduction in weekly earnings. This is necessary, because if employees working by the hour should have the hours reduced without an

increase in the hourly rate their weekly earnings would be likewise reduced, and the same would probably be true of piece-workers.

The following forms are suggested to make the cause clear:

"For reduction in hours from 10 to nine a day without change in daily earnings (day workers)."

"For reduction in hours from nine to eight a day with corresponding reduction of daily earnings (piece-workers)."

"For reduction in hours from nine to five on Saturday with corresponding reduction of earnings (hour workers)."

If a demand was made for an increase in a piece rate or rate per hour in connection with a demand for reduction in hours, always state the demand in full, as "For reduction in hours from nine to eight a day and for an increase of 12½ per cent in piece rates (piece-workers)."

c. If the cause was for adoption of union scale, it should also be stated whether or not the demand would result in an increase in wages. The same statement should be made if the demand was made for restoration of former wages.

d. Should the demand be for adoption of a new scale, state the difference between the old scale and the proposed new one.

e. If employees struck for extra pay for overtime work, state the facts in full, as "Receiving 20 cents an hour with same rate for overtime; demand 30 cents an hour for overtime."

f. For discharge of non-union men. This cause should be used if non-union men are at work and their discharge is demanded, but if non-union men are about to be employed and the strike inaugurated to prevent it the cause should be stated, "Against employment of non-union men." These two causes should not be confused.

g. If the strike was against abolition or for adoption of union rules, state the rules about which the contention arose.

Often when a strike is about to be inaugurated a number of demands of lesser importance are added to the main demand. In such cases all demands should be reported and named as nearly as possible in the order of their importance.

If the four lines allotted to this inquiry do not afford sufficient space, a separate sheet should be used.

When the cause of the strike or lockout was presented in a written notice or demand, a copy of the notice or demand should be sent in with the schedule.

Inquiry 9. Were any negotiations between the employers and employees entered into before the strike or were the demands of the employees flatly refused? This question is intended to show whether any conferences were held relative to the demands of the strikers or whether the demands were flatly refused without attempts at conciliation.

Inquiry 10. Did the employees strike in violation of any existing agreement? How many? Many employees have entered into agreements with their employers not to strike, or to resort to cessation of work, only after conferences and attempts at conciliation have proven fruitless. In such cases the

agent should endeavor to procure a copy of this agreement. The object of the second part of the inquiry is to determine the number of employees working under such agreements who struck in violation of such agreements.

Inquiry 11. *Was the strike ordered by a labor organization? Name of organization?* Strikes entered into by organized employees are generally, but not always, ordered by their organization. The agent should endeavor to learn whether the strike was declared by a vote of the entire organization or by an officer authorized to call off members of the union on strike.

Inquiry 12. *Was the work of the establishment suspended on account of strike or lockout? For how many days?* The object of this inquiry is to ascertain whether or not the entire establishment was closed or shut down on account of the strike or lockout. In answer to the second part of the inquiry enter the number of working days closed. If the employees have a weekly half-holiday state that fact also.

Inquiry 13. *Was there any appreciable reduction in the amount of business done by the establishment during the strike or lockout? How long did this reduction continue?* While many strikes do not cause complete shut-downs in the establishments in which they occur, they often cause serious interruption to business and the shut-down of one or more departments. The inquiry is intended to ascertain the extent of such interruption and the duration in working days.

Inquiry 14. *Number of persons employed in establishment before strike or lockout?* The number should include all employees in the establishment.

Inquiry 15. *Number and occupation of persons for whom strike was undertaken or against whom lockout was directed?* Give the number of persons who had the grievance in a strike or against whom the grievance was directed in a lockout. For example, 20 weavers may desire an increase in wages and induce 80 other weavers who had no grievance of their own to join them in a strike to secure an increase for them (the 20 weavers), in which case "Weavers, 20," would be given in answer to question 15, and "Weavers, 100," in answer to inquiry 16, and, as another example, an establishment may lock out all of its 100 employees in order to compel its 10 iron molders to change their apprenticeship rules. Sex is not considered in this inquiry.

Inquiry 16. *Number and occupation of strikers (or employees locked out).* State the occupation as well as the number, as "Lasters, 25;" "machinists, 60;" "coal teamsters, 37;" etc., if but a single occupation was concerned; where there were several occupations, give the number of the principal occupation of strikers or employees locked out; if the whole force struck or was locked out, the answer should be in the form: All employees, 155, without attempting to enumerate occupations. For those who did not strike on the first day, state the day on which they did leave work.

Inquiry 17. *Number and occupations of other employees who were thrown out of work as a result of the strike, although not on strike themselves?* In many establishments wherein strikes occur, the work of other employees may be so dependent upon the work of the strikers that they are unable to continue at work until the strikers return or their places are filled. The number

and occupations of the employees who were deprived of work for this cause should be entered here.

Inquiry 18. *Date on which agreement to resume work was made?* No explanation is needed.

Inquiry 19. *Date on which work was actually resumed?* Enter here the date when the strikers went back to work.

Inquiry 20. *If strike was not declared off, when were the places of enough strikers filled so that employer was enabled to carry on the work practically as before the strike?* It often happens, especially in unskilled occupations and during periods of industrial depression, that the employer is able to procure other workmen to take the places of the strikers, and as a result the strike is never declared off although so far as the employer and the general public is concerned the strike ceases to have any effect. In such cases the agent should endeavor to learn the date on which the work of the establishment was carried on practically as before the strike took place.

Inquiry 21. *How many working days were the employees, who were thrown out of employment by the strike, out of work?* It often happens that the employees thrown out of work by the strike are not unemployed for the same period as the strikers. For instance, if the weavers in a mill strike there may be enough work on hand to keep the other employees at work for some time after the weavers have ceased working, so that it will be several days after the strike began before any other employees are thrown out of employment.

Inquiry 22. *Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted, or what other concessions were made?* The answer to this inquiry should cover every point in dispute, giving the points gained and the points lost.

Inquiry 23. *Number and occupations of employees who were benefited by result of strike? Strikers? Non-strikers?* The object of this inquiry is to ascertain, in successful or partly successful strikes, in how far employees who did not strike were benefited by the action of other employees who struck and thus to obtain a closer approach to the actual number of employees benefited by the strike.

Inquiry 24. *If all the strikers did not return to work: How many refused to return? How many were definitely discharged?* No explanation is needed.

Inquiry 25. *Number of persons employed after the strike who were not employed before?* The answer to this question should be the number of persons employed in the establishment after the strike or lockout who were *not* employed in the establishment *before* the strike or lockout, and who came in to take permanently the places of strikers or employees locked out or to increase the working force of the establishment.

Inquiry 26. *Were other workmen employed during the strike to take the place of the strikers? How many and of what occupations?* This inquiry is intended to ascertain the extent to which the business of the establishment was carried on during the strike.

Inquiry 27. *Kindly enclose copy of any printed or written agreement that may have been made.* If any agreements were made in the settlement of a strike or lockout the agent should endeavor to obtain a copy. If none of the parties to the dispute have copies of this agreement to spare the agent should, if possible, borrow one so that a copy may be made in the office. If this is impossible, the agent must himself make a copy.

Inquiry 28. *Method of settlement. (Place a cross (X) opposite the method used in this dispute):* By negotiation between employer and organization of employees, by negotiation between organization of employers and organization of employees, by negotiation between the employer and the employees as individuals, by arbitration (referred to and settled by a distinctive third party), if settled by arbitration give name of person or body acting as arbitrator, by return to work without negotiations, by return to work on employer's terms after negotiations had failed, by filling places of strikers, if settled by filling places, were the employees secured from other localities? by shutting down establishment permanently.

Inquiry 29. *In how far did persons willing to work require police protection during the strike?* No explanation is needed.

Inquiry 30. *Did strike cause damage to material or equipment (viz., by the spoiling of unfinished goods, etc.) or other positive injury or expense?* No explanation is needed.

Inquiry 31. *Did it cause falling off in production? Was this made up for after the close of the conflict (through increased activity or overtime work)?* No explanation is needed.

Inquiry 32. *Was the firm hindered in the prompt filling of orders or delivery of goods? Were such orders filled by other concerns (related or not)?* No explanation is needed.

Inquiry 33. *Did changes made in the condition of the personnel because of the dispute result in injury or disturbance to the business?* No explanation is needed.

Inquiry 34. *Were there other damages or difficulties for the employer?* No explanation is needed.

Inquiry 35. *If the result involved a change in the rates of wages or hours of labor, give the following particulars for all employees whose wages or hours were changed, whether strikers or not:* Occupations of employees affected by changes in wages or hours; date from which change took effect; number of employees whose wages or hours were changed; rates of wages; hours of labor a week exclusive of meal periods and overtime. The agent should also endeavor to learn whether in other establishments in the same industry changes in rates of wages or hours of labor were effected without strike, and if so, he should obtain a Wages and Hours of Labor Schedule (Form B-43 for Employer and B-44 for Trade Unions) from those employers.

Inquiry 36. *Remarks regarding violence, intimidation, boycotts, picketing, and injunctions in this dispute?* Under this head state briefly any point of importance concerning trade agreements, boycotts, injunctions, acts of violence, arrests made, and any and all additional particulars that may throw

light upon the disturbance as a whole. If the *employers* received a strike or lockout benefit from their organization, or from a strike insurance company, the fact should be stated under Inquiry 36, together with the amount received. An extra sheet of paper may be used if more space is required than the few lines allotted under this inquiry.

Form for Employees (B-35).

Instructions are given only to those inquiries which do not appear on the form for employers (B-36).

Inquiry 3. *Name of organization to which strikers belonged?* Give the name in full, as "Cigar Makers International Union of America, No. 4321."

Inquiry 4. *Names and addresses of secretaries or business agents?* Enter here the names of those officials from whom the information was obtained.

Inquiry 5. *Names of employers or establishments affected?* Enter here the names of all the establishments involved in the dispute. If for want of space the names cannot all be given here, the additional ones may be written on the fourth page of the schedule.

Inquiry 7. *First day on which employees left work?* If but one establishment was involved enter date on which the strike or lockout began, that is, the date on which the strikers first suffered a loss of wages, as "January 16, 1908." In the case of a general strike or lockout, enter the date in the same manner for each establishment involved.

Inquiry 8. *What demands were made by the strikers at the beginning of the strike?* The answer to this question should be given in detail so as to show all the demands made and to make clear the extent of those demands.

Inquiry 9. *What was the object of the strike?* In some strikes the demands made and the object sought may not be the same. The agent should endeavor to learn of any motive not appearing in the specific demands presented to the employers.

Inquiry 10. *What propositions were made by the employers before the strike began?* The object of this question is to ascertain in how far the employer was willing to grant his employees concessions in order to avoid a strike.

Inquiry 11. *Was the strike ordered by your local or by your National union?* See Form for Employers (B-36), Inquiry 11.

Inquiry 12. *After strike had begun, was it controlled by the local union or from headquarters of the National union?* If controlled by the National union, show the methods employed by the National officials.

Inquiry 17. *If strike was not declared off, when did all of the strikers secure employment elsewhere?* If at the time of investigation all of the strikers had not secured other employment state the number who were at that time without work in their regular occupation.

Inquiry 18. *If strike was not declared off, on what date did union consider strike ended?* In many strikes where the employer succeeds in filling the places of the strikers the strike is never declared off. In such cases the

agent should endeavor to learn whether the union considered the strike practically over or what efforts were being made to effect the object of the strike.

Inquiry 22. *Were strike benefits paid to the strikers?* Give rates per week. Also show whether benefits were paid by local or National union.

Inquiry 23. *Total amount paid to strikers in this dispute?* No explanation is needed.

Inquiry 24. *Other expenses in conducting strike?* No explanation is needed.

Inquiry 25. *Amount received from National union for carrying on the strike?* No explanation is needed.

Inquiry 26. *Other sources from which money was received for carrying on strike?* Enter here the amounts received from other sources, that is, from labor organizations to which they did not belong, from non-union workmen, and from any other source.

III.

ANALYSIS.

1. NUMBER OF STRIKES AND PERSONS AFFECTED.¹

(a) *Statistics of Strikes for All Industries.* — There was a very marked decrease in the number and magnitude of strikes in Massachusetts during the year 1908 as compared with 1907, a fact undoubtedly due to the general depression in business following the panic of October, 1907, for statistics of strikes generally show a parallelism between the number of labor disputes and the state of prosperity or depression of general business. During 1908 there were 98 disputes affecting 471 establishments, in which 7,852 employees struck, throwing out of work 14,539 other employees and causing a loss in working time of approximately 322,754 working days; while in 1907 there were 236 disputes affecting 440 establishments, in which 16,479 persons struck, throwing out of work 11,186 other employees with a resulting loss in working time of approximately 452,912 working days. The large number of establishments affected by the comparatively few disputes which occurred during 1908 was due to the strikes in the granite industry in Quincy, in which 201 establishments were affected, and to the strike of lasters at Lynn, in which 66 establishments were affected. The large number of employees thrown out of work as a result of the strike action of others is accounted for largely by the fact that 11,018, or 75.78 per cent of the total number thrown out of work, were thus deprived of employment in 66 shoe factories at Lynn during the strike of lasters there. The average number of establishments affected by each dispute was 4.8 in 1908 and 1.9 in 1907.

The number of strikers during the year 1908 was 7,852 as compared with 16,479 in 1907, and the average number in each establishment was 16.7 in 1908 and 37.5 in 1907. The cessation of work by the strikers forced out of employment other employees in the same establishments who had no grievance and perhaps no desire to strike to the number of 14,539 in 1908 as compared with 11,186 in 1907, the average number in each establishment being 30.9 in 1908 and 25.4 in 1907. The total number of persons directly and indirectly involved in disputes was 22,391 in 1908 and 27,665 in 1907. No

estimate has been made of the number of persons thrown out of work in establishments not involved in disputes but closely dependent in many ways on the establishment involved, as in furnishing material, etc.

A large proportion of the strikes which occurred during the year were small in size. Of the 98 disputes there were 51, or 52.04 per cent, in which less than 26 strikers were involved; 71, or 72.45 per cent, in which less than 51 strikers were involved; and only eight, or 8.16 per cent, in which more than 200 strikers were involved. In two strikes there were over 1,000 strikers, one of which involved 1,111 strikers and the other, 1,442 strikers.

In a consideration of the total number of persons affected by strikes during the year, including both strikers and employees thrown out of work, we find that in 45, or 45.92 per cent of all the disputes, there were less than 26 employees involved; in 67, or 68.37 per cent of the disputes, there were less than 51 employees involved; while in 12, or 12.24 per cent, there were more than 200 employees involved.

(b) *Attack and Defense Disputes.* — Of the total number of disputes which occurred during the year, 64, or 65.31 per cent, were attack disputes and 34, or 34.69 per cent, were defense disputes. In the 64 attack disputes, 6,274, or 79.90 per cent of all the strikers, in 429, or 91.08 per cent of the establishments, left work in order to secure improved conditions, and threw out of work 13,722 other employees whose employment was dependent upon the work of the strikers, thereby causing a loss in working time of 277,344 working days. Thirty-four defense disputes, or disputes which resulted from the initiation of the employer in making some change in the conditions of employment, took place in 42 establishments, wherein 1,578 employees struck and 817 other employees were thrown out of work, and which caused a loss of approximately 45,410 working days. The average number of establishments involved in each attack dispute was 6.7 as compared with an average of 4.8 in all disputes, while the average number involved in defense disputes was 1.2.

(c) *Lockouts.* — Of the 98 disputes which occurred during the year, four might be classified as lockouts. In these four lockouts there were 11 establishments affected and 108 employees were locked out. The approximate amount of working time lost by lockouts was 2,430 days. The average number of establishments affected by each

lockout was 2.8, and the average number of persons locked out in each establishment was 10.

(d) *Localities Affected.* — The number of strikers and of persons thrown out of employment bears little proportion to the population of the cities and towns in which disputes occurred. This is to be expected, since strikes are more likely to occur in the manufacturing cities. One would naturally expect to find the largest number of strikes in Boston, and such has been the case in every year since 1901, with the exception of 1908 when Lynn showed the largest number, — 14, or 14.29 per cent of all the disputes which occurred in the Commonwealth. Quincy showed the largest number of establishments affected, — 201, or 42.68 per cent of all the establishments affected. Lynn also showed the largest number of strikers, 2,260, or 28.78 per cent of the total number, as well as the largest number of persons thrown out of employment by strikes, 11,374, or 78.23 per cent of the total number. In Boston there were 12 strikes, or 12.24 per cent of the total number; 23 establishments, or 4.88 per cent of the total number; 970 strikers, or 12.35 per cent of the total number; and but 83 persons thrown out of work, or 0.57 per cent of the total number. In Brockton, Pittsfield, and Springfield there were five strikes each. The cities in which a large number of establishments were involved were: Quincy, 201; Lynn, 80; Springfield, 45; Brockton, 27; and Boston, 23.

In a consideration of strikers the cities which showed the largest numbers were: Lynn, 2,260; Quincy, 1,558; Boston, 970; Fall River, 378; Springfield, 291; Rockport, 267; and Brockton, 197.

The greatest amount of time lost by labor disputes was in Lynn; approximately 168,453 working days being lost, or 52.19 per cent of the time lost by all the disputes in the Commonwealth during the year. Other cities in which a large amount of time was lost were: Quincy, 41,577 working days; Rockport, 33,246 working days; Boston, 21,926 working days; and Chelsea, 13,824 working days.

(e) *Prevalence of Strikes by Industries.* — The boot and shoe industry was affected by strikes to a greater extent than any other industry in Massachusetts during 1908. In this industry there were 18 distinct disputes, involving 83 establishments, in which 1,910 employees struck, 12,683 other employees were thrown out of work, and the working time lost was approximately 178,127 days. Expressed in percentages, 18.37 per cent of all the strikes, 17.62 per

cent of all the establishments involved, 24.32 per cent of all the strikers, 87.24 per cent of all the employees thrown out of work, and 55.19 per cent of all the working time lost was in the boot and shoe industry. The very large figures for this industry were due chiefly to the lasters' strike in Lynn, in which 66 establishments were affected, 1,442 employees struck, 11,018 other employees were prevented from continuing at their employment, and approximately 156,576 working days were lost. The stone working industry was considerably affected during the Spring by strikes in Quincy, Rockport, Cambridge, and Milford. There were seven strikes in this industry, four of which were in Quincy; 219 establishments were involved, of which 201 were in Quincy; 2,001 employees struck, of whom 1,558 were in Quincy; 1,395 other employees were thrown out of work, of whom 732 were in Quincy; and the resulting loss of working time was approximately 83,511 days, of which 41,577 were lost as results of strikes in Quincy. In the building trades there were 18, or 18.37 per cent of all the strikes; 81, or 17.20 per cent of all the establishments involved; 963, or 12.26 per cent of all the strikers; and 4,448 working days, or 1.38 per cent of all the working time lost.

The average number of establishments involved in each strike was 31.3 in the stone working industry, 4.8 in the teaming industry, 4.6 in the boot and shoe industry, and 4.5 in the building trades. The average number of strikers in each strike was 286 in the stone working industry, 203 in the leather and leather goods industry, 145 in the tobacco manufacturing industry, and 106 in the boot and shoe industry. The average number of employees thrown out of work in each strike was 705 in the boot and shoe industry and 199 in the stone working industry.

(f) *The Effect of Labor Organizations.* — Among most groups of wholly unorganized workingmen strikes are less prevalent than among organized employees. As a matter of fact, a large proportion of unorganized workingmen are engaged in unskilled labor, where the supply is frequently so great that a strike would be sure to meet defeat. The nature of the employment of unskilled labor, which is often temporary, also tends to make strikes among them less frequent. Strikes are more likely to occur in industries or under conditions where there is a reasonable chance of success than where there is little chance of success, and the prospect of success is greatest where

workmen are most necessary to their employer, and best paid. It is generally among such workingmen, who are in a relatively strong position in regard to their relations with employers, that organization most flourishes.

It obviously follows that strikes will usually be most prevalent in organized trades. Moreover, a strike means collective action, which can only grow out of consensus of opinion and a sense of unified interest. It is precisely such a state of feeling which is fostered by labor organizations, and which, in their absence, is less likely to develop. It would be important to ascertain, if possible, whether strong labor organizations, embracing a large proportion of the members of the trade furnished with benefit systems and led by powerful officers, are more disposed toward strikes than weak organizations.

During the year 1908, 53 strikes, or 56.38 per cent of all the disputes,¹ were ordered by labor organizations, and 412, or 89.57 per cent of all the establishments involved in strikes, 5,596, or 72.26 per cent of the strikers, and 13,305, or 91.51 per cent of the employees thrown out of work, were included in strikes ordered by labor organizations. A comparison of these figures with those for 1907, a very prosperous year, would seem to indicate that during periods of depression the unorganized workmen are less willing to strike in order to secure better conditions. During 1907, 110, or 48.25 per cent of the strikes, were ordered by labor organizations. In these disputes were 311, or 72.16 per cent of the establishments, 10,435, or 64.67 per cent of the strikers, and 7,213, or 68.93 per cent of the other employees thrown out of work.

Concerning most of the occupations covered by statistics of strikes it is impossible to determine whether the workingmen are strongly organized or not. While a general idea of the proportion of the total number of persons employed in the respective industries who belong to labor organizations may be obtained by a comparison of the statistics of membership obtained from the trade unions of the State with the census of occupations, such figures do not always indicate the ability of the unions to cope with employers. The form of organization, the intelligence and spirit of officers and members, and many other factors enter into the making of the strength or weakness of a labor organization. In some cases an industry comprises widely different grades of employees; it may contain some very highly

¹ These percentages are figured on the basis of 94 strikes, excluding the four lockouts. See page 6.

skilled men, strongly organized, and also many unskilled and unorganized men. There are, however, a few industries in which it is well known that the trade unions are strong, in the sense of including a large proportion of the members of the craft. There are a few other important industries in which it is equally certain that trade unions are either for the most part lacking or are very weak.

Another possible indication as to the strength of labor organizations in the various trades is found in the statistics of strikes themselves, which distinguish between those ordered by labor organizations and those not so ordered. If a large majority of the strikes in a given industry are ordered by labor organizations, it may either be an indication of the fact that those organizations are peculiarly disposed to strike or it may be merely an indication that the great majority of the workmen in the district belong to the organizations, so that practically all the strikes ordered must be ordered by them.

In the strongly organized industries, except food products, railroads, and boots and shoes, a very large proportion of all strikes were ordered by labor organizations. In all industries, 57.38 per cent of the strikes were ordered by labor organizations, while for the strongly organized industries the percentage of all strikes which were ordered by labor organizations was 77.36. The proportion of strikes ordered by labor organizations was high in the building and stone working trades and teaming.

On the other hand, in the weakly organized group, less than one-third of all the strikes were ordered by labor organizations, 12 being so ordered as compared with 25 not ordered by labor organizations.

In most of the weakly organized industries the employment of women is an important factor. It is a familiar fact that in industries where the proportion of female labor is large it is difficult to maintain strong labor organizations or a high rate of wages.

It will be seen by a comparison between strongly organized and weakly organized industries that no definite conclusion can be reached as to whether the existence of strong labor organizations tends to an increase in the number of strikes or to a decrease. So many other factors enter into the determination of the number of strikes in the various industries that this one factor can not be clearly differentiated.

In Lynn, the city which was most affected by strikes in 1908, 71.43 per cent of the strikes were ordered by labor organizations;

and 95 per cent of the establishments affected, 72.43 per cent of the strikers, and 99.37 per cent of the employees thrown out of work, were in strikes so ordered. In Quincy all of the strikes were ordered by labor organizations. In Boston 90.91 per cent of the strikes were ordered by labor organizations, and 94.74 per cent of the establishments, 98.40 per cent of the strikers, and 100 per cent of the employees thrown out of work were in strikes so ordered.

(g) *Women in Labor Disputes.* — Of the 7,852 strikers, 7,080, or 90.17 per cent, were males and 772, or 9.83 per cent, were females. Of the 14,539 employees thrown out of work by strikes, 8,956, or 61.60 per cent, were males and 5,583, or 38.40 per cent, were females.

Generally women are much less prone to strike than men. Exceptions to this rule occurred during 1908 in two of those industries in which the employment of women is great, namely, hats, caps, and furs, and tobacco. The proportion was also large in the cotton goods industry and among hotel and restaurant employees.

The only female employees thrown out of work as a result of strikes were in the boot and shoe industry.

In the manufacture of hats, caps, and furs 81.82 per cent of the total number of strikers were females; 81.31 per cent of the strikers in the tobacco industry were females; 47.26 per cent of the strikers among the cotton-mill operatives were females; and 45.45 per cent of the strikers among the hotel and restaurant employees were females. In the boot and shoe industry, in which many females are employed, only 5.71 per cent of the strikers were females, although among those employees who were thrown out of work as a result of the strike 44.02 per cent were females.

In Lynn, Quincy, and Boston, the cities most affected by labor disputes in 1908, the percentages of all the strikers and employees thrown out of work combined who were females were: Lynn, 37.69; Quincy, none; and Boston, 31.72.

(h) *Single and General Strikes.* — Of the 98 disputes which occurred during the year, 74 were single strikes and 24 were general strikes. In the single strikes there were 74 establishments affected, 3,614 strikers, 2,112 employees thrown out of work, and 80,774 working days lost. In the general strikes there were 397 establishments affected, 4,238 strikers, 12,427 employees thrown out of work, and 241,980 working days lost.

General strikes are usually ordered by labor organizations, as will be seen in the following statement. Of the single strikes,¹ 33, or 45.83 per cent, were ordered by labor organizations, in which there were 1,483 strikers, or 41.55 per cent of all the strikers in single strikes, and 878 employees thrown out of work, or 41.57 per cent of all the employees thrown out of work in single strikes. Of the 22¹ general strikes, 20, or 90.91 per cent, were ordered by labor organizations, in which there were 379 establishments affected, or 97.68 per cent of all the establishments involved in general strikes; 4,113, or 98.51 per cent of the strikers in general strikes; and 12,427, or 100 per cent of all the employees thrown out of work in general strikes.

2. CAUSES OF DISPUTES.²

Statistics as to the causes of strikes and lockouts are apt to be somewhat misleading. In many cases a strike is nominally due to several different causes, yet some of these may involve much more truly the point at issue than the others. Another difficulty in discussing causes is that there are many technical points of dispute in special trades which give rise to a large number of minor causes of strikes. To a person unfamiliar with the industry the precise significance of strikes of this sort may be lost.

In order to judge more accurately the relative importance of different causes of strikes, all causes have been classified into a small number of groups.³ Many strikes are for two or more causes. If each of these be taken separately in the tabulation, a fair comparison as to the relative stress laid upon demands of different kinds will be reached, and the number of groups of causes diminished. In previous reports of this Bureau the causes were classified under the principal or underlying cause, but in this report the separation of causes has been made. Strikes resulting from two or more causes have been counted under each of those causes combined with various causes. For example, strikes for increase in wages and reduction in hours have been included in the cause "for increase in wages combined with other causes" and also in the cause "for reduction in hours combined with other causes," as such strikes were due in part to both of these causes.

¹ Lockouts are not included in these figures.

² Statistical tables relating to causes will be found on pp. 88 to 91.

³ The classification of causes used by this Bureau is explained on pp. 136 to 139.

On the basis of this grouping the total number of strikes involving each of these various classes of demands has been ascertained.¹ By adding together the number of separate causes, as thus found, and dividing the number for each cause by this total, the percentage which this class of causes bears to the total number of causes has been reached. Since the total number of causes as explained is greater than the total number of strikes, it is evident that the percentages of strikes into which each separate class of causes enters are larger than the percentages here given. For the sake of brevity we have sometimes referred in the text to the proportion of strikes due to a group of causes, but the fuller and more accurate expression would indicate that the figures represent the proportion which causes of a certain class bear to all causes, a proportion which gives correctly the relative importance of the respective classes of causes.

Employees may generally be said to strike for one of two reasons, — for what they believe to be better conditions of employment or against a change from present to what they believe to be worse conditions. Similarly we may say that employers lock out their employees for two reasons, — to resist threatened demands from the employees for a change in conditions of employment or to compel their employees to accept a change in conditions. In combining the statistics of strikes and lockouts, from the point of view of the employees, we may group the first causes of both strikes and lockouts as stated above and call them “attack” disputes, and similarly we may group the latter causes and call them “defense” disputes.

(a) *Statistics of Causes for all Industries.*¹ — As might be expected, the demand for an increase in wages caused a larger number of strikes than any other single cause. This demand alone appeared in 34, or 31.48 per cent of all the strikes, and in 168, or 23.53 per cent of the establishments affected by strikes; while alone and in combination with other causes it produced 40, or 37.03 per cent, of all the strikes in 176, or 24.65 per cent, of all the establishments.

This was also the most important cause so far as the number of strikers was concerned. The percentage of strikers in strikes due wholly to this cause was 16.18 per cent, while for this object alone, and in combination with other causes, the percentage of strikers was 20.68.

¹ The total number of strikes involving each of the various classes of demands was 108; establishments, 714; strikers, 10,864.

² For a consideration of attack and defense disputes, see p. 27.

The desire for union shop conditions alone, and in combination with other requests, produced nine strikes in 124, or 17.37 per cent of all the establishments affected. Strikes for apprentice rules alone, and combined with other causes, produced three strikes in 120, or 16.81 per cent of all the establishments. There were three sympathetic strikes which affected 68, or 9.53 per cent of all the establishments involved in disputes. The very large figures for this class of strikes was due to the sympathetic strike of lasters in Lynn. The percentage of strikers in sympathetic strikes was 13.69. The percentage of strikers in strikes due wholly to the demand for the union shop was 3.69, while the percentage due to demands for union shop combined with other causes was 11.94.

The principal cause among the defense disputes was resistance to reduction in wages. For this cause alone there were 13 strikes, or 12.04 per cent of all the strikes, in which 585 strikers and 17 establishments were involved. This cause alone, and in combination with other causes, was the object of 14 strikes in 19 establishments, in which there were 700 strikers. There were 431 employees in seven disputes and seven establishments who left work to resist a change in working conditions.

(b) *Causes of Strikes by Industries.* — The inquiry as to the relative importance of the various causes of strikes in the different industries presents many interesting results.

Attack strikes were most numerous in the stone-working industry, 2,001 strikers in 219 establishments leaving work in order to secure a change in existing conditions. In the boot and shoe industry, 1,727 employees in 76 establishments sought new conditions, while in the building trades there were 957 strikers in 80 establishments.

Seven establishments and 539 strikers in the cotton goods industry were involved in defense strikes; and 183 employees in seven boot and shoe factories left work rather than submit to a change in the accustomed conditions of employment.

In the stone-working industry 1,111 employees in 116 establishments struck for the closed shop, apprentice, and other union rules. In the boot and shoe industry 1,442 strikers in 66 establishments were involved in the sympathetic strike of lasters in Lynn. In the building trades 47.68 per cent of the establishments were involved in strikes for a reduction in hours combined with other causes and 40.70 per cent for an increase in wages combined with other causes; 39.47 per cent of the strikers left work for the closed shop

combined with other causes; 29.20 per cent for a reduction in hours combined with other causes; and 28.75 per cent for an increase in wages combined with other causes.

(c) *Causes of Strikes Ordered by Labor Organizations.* — Among the strikes ordered by labor organizations, 1,682 employees struck for union shop conditions alone and combined with other causes; 1,482 for an increase in wages alone and combined with other causes; 1,442 for sympathy with other strikers; and 1,132 for apprentice rules alone and combined with other causes. In the strikes which were not ordered by labor organizations, 765 employees struck for increase in wages alone and combined with other causes and 540 against employment of certain officials.

3. DURATION OF DISPUTES AND TIME LOST.¹

(a) *Statistics of Duration and the Closing of Establishments.* — The majority of disputes which occurred during 1908 were of short duration. Of the 471 establishments involved in disputes, the strikes in 127, or 26.96 per cent (in which there were 31.39 per cent of the total number of strikers and 3.45 per cent of the employees thrown out of work), did not last more than one week. The number of establishments affected by disputes which did not last more than two weeks was 203, or 43.10 per cent, and involved 51.60 per cent of the strikers and 59.87 per cent of the employees thrown out of work. There were 373 establishments, or 79.19 per cent of the total number, in which the strikes did not last more than 14 working days, and in which there were 71.32 per cent of all the strikers and 77.45 per cent of all the employees thrown out of work. There were 29 establishments, or 6.16 per cent of the total number, in which the disputes lasted more than six weeks, which involved but 14.12 per cent of the strikers. The longest dispute lasted 79 days and involved 217 strikers and one establishment.

The duration of all the disputes which began during the year aggregated about 6,500 working days. Labor disputes do not always result in the shutting down of an establishment, and of the 471 establishments in which strikes occurred only 105, or 22.29 per cent, were closed during part of the dispute. The aggregate number of working days during which these establishments were shut down was 1,161, and the average number of working days closed per establishment

¹ Statistical tables relating to duration will be found on pp. 92 to 95.

was 11.1. In those industries in which the largest number of establishments were closed by strikes, viz., the boot and shoe and the stone working industries, the average number of working days closed in each establishment was 6.2 and 18.3 respectively.

It is obvious that, generally speaking, the length of time during which establishments are closed as the result of strikes will be somewhat less than the length of time elapsing before all the strikers will return to work or, in case they do not return, until their places are filled by others. The average duration for each establishment in which strikes occurred before the places of strikers were filled or the strikers were re-employed was 13.8 working days. The average duration of strikes varied in the different industries, ranging from one day in the rubber and gutta percha goods and "other textiles" industries, among employees of city and town authorities and railroads, and among agricultural employees, to 54 days among navigation employees. In those industries in which the largest number of establishments were affected by strikes, namely, the stone working and boot and shoe industries and the building trades, the average duration of disputes in each establishment was 17.5, 11.5, and 9.0 working days respectively.

(b) *Working Time Lost by Labor Disputes.* — We may ascertain, somewhat roughly, the total labor time lost as the result of strikes by a combination of the figures showing the duration of the dispute in each establishment and those showing the number of strikers and persons who were thrown out of employment by them. During the year 1908 the total number of working days lost was 322,754, equivalent (on the hypothesis that the average working year is 300 days) to the labor of 1,075 persons for one year. The significance of these figures can not be properly judged except by a comparison with the total number of persons employed in industries subject to strikes and lockouts during the period in question, and the total number of days which they might have worked. It will, of course, be remembered that cessation of employment because of strikes and lockouts may often merely offset time which would be lost in any case because of the irregularity of work.

(c) *Duration According to Size of Disputes.* — Of all establishments affected by strikes in which there were less than 26 strikers, 25.25 per cent lasted one week or less, while of establishments in which there were over 100 strikers, 45.45 per cent lasted one week

or less. Of establishments in which there were less than 26 strikers, only 5.50 per cent lasted more than 24 days, while in establishments in which there were more than 100 strikers, 36.36 per cent lasted more than 24 days.

(d) *The Effect of Labor Organizations.* — Strikes ordered by labor organizations were of much longer duration than those not so ordered. The total days duration of all the strikes was 6,406 working days. The average duration of the strikes ordered by labor organizations was 116.5 working days, while the average duration of strikes not ordered by labor organizations was 5.6 working days. Of the 117 establishments involved in strikes lasting one week or less, 68.38 per cent were involved in strikes ordered by labor organizations, as compared with 89.57 per cent so ordered for all strikes. Of the 375 establishments affected by strikes lasting three weeks or less, 87.47 per cent were in ordered strikes. Of all the strikes ordered by labor organizations, 19.42 per cent of the establishments and 20.94 per cent of the strikers were in disputes lasting one week or less, while in the strikes not so ordered, 77.08 per cent of the establishments and 56.80 per cent of the strikers were involved in strikes lasting one week or less. There were 31, or 7.52 per cent of the establishments involving 1,093 or 19.53 per cent of the strikers in strikes ordered by labor organizations which lasted more than 30 days, while none of the strikes not so ordered lasted more than 30 days.

(e) *Prevalence of Disputes According to Seasons of the Year.* — The large proportion of strikes which were begun in the Spring was especially conspicuous. During the year, 46.94 per cent of all these disputes, involving 70.91 per cent of all the establishments and 40.41 per cent of all the striking workmen, began during the spring months (March, April, and May); 21.43 per cent of all the strikes, affecting 5.10 per cent of the establishments and 11.01 per cent of all the strikers, began during the summer months; 16.32 per cent of the strikes, involving 18.26 per cent of the establishments and 30.20 per cent of the total number of strikers, began in the autumn months; and 15.31 per cent of the strikes, involving 5.73 per cent of the establishments and 18.38 per cent of the strikers, began in the winter months. The largest number of establishments affected by strike in any one month was found in May, when 157, or 33.33 per cent of all the establishments, were involved in strikes which began in May.

(f) *Strikes of Less than One Day's Duration.* — The principal facts that could be obtained relating to the 12 brief labor controversies which lasted less than one day, in which there was an actual well-defined cessation of work for the purpose of enforcing a demand, are here presented.¹ The cessation of work ranged from one hour to half a day; number of strikes ordered by labor organizations, 6; number of strikers involved, 520 males, 70 females; number of employees thrown out of work as a result of strike action of others, 155 males, 50 females; number of establishments affected, 12.

Five of these brief strikes were successful, while seven of them failed (in one case strikers were reinstated, in the other six their places were filled); five strikes were settled by direct negotiation; one by return to work without negotiations; and six by filling places of strikers.

Of the strikes of less than one day's duration, four, directly involving 276 employees and throwing 105 others out of work, were inaugurated for an increase in wages. Two of these strikes were successful, and 226 strikers were granted a wage increase; the other two strikes, in which 50 employees left work, failed, and places of strikers were immediately filled. One controversy over demands for increase in wages and reduction of hours of labor failed, and the places of the 32 strikers were filled.

Two strikes were organized to enforce reduction in working hours. Of these, one strike was successful, benefiting 65 employees; and the other, involving 13 men, failed. Union shop principles caused three strikes, — two, directly involving 54 strikers, were successful; and the other, in which 10 employees left work, failed, and their places were filled. One strike waged for recognition of union, in which 10 employees left work, failed. A dispute concerning employees in arrears in dues to union involved 130 strikers, and as no concession was granted by employer the strikers returned to work within a few hours after leaving.

In these 12 disputes, 345 strikers succeeded and 245 failed in getting the results for which they struck.

¹ These 12 disputes are not included in the statistics of strikes and lockouts which occurred during 1908.

4. RESULTS OF DISPUTES.¹

A strike in an establishment is tabulated as successful when the employees succeed in enforcing full compliance with all of their demands; partly successful, when they succeed in enforcing compliance with a part of their demands or partial compliance with some or all of their demands; and as having failed when they did not succeed in enforcing even a partial compliance with any of their demands.

The proportion of strikes which succeeded was 27.81 per cent and the proportion which failed 37.16 per cent, as determined by the statistics of establishments. It must be remembered, however, that a strike which partly succeeds in attaining its object is, generally speaking, considered to be a victory for the employees. Strikers often demand more than they really expect to obtain, and a partial success may mean a material improvement in the condition of the workers. In some cases, to be sure, the gain in a compromised strike may be so slight as in no sense to offset the loss of wages and other losses attending it.

If the percentage of strikes which partly succeeded be added to that of strikes which succeeded altogether, it can be said that in 62.84 per cent of all establishments affected the strikes resulted advantageously to the strikers. The relative proportion of success and failure in strikes appears nearly the same if we consider, instead of the number of establishments in which strikes succeeded or failed, the proportion of employees who gained or lost their object in the disputes of the year. The percentage of establishments in which strikes succeeded or partly succeeded was 62.84, and 60.83 per cent of the strikers were successful and partly successful.

From a consideration of those strikes which lasted less than one day, it would seem that their short duration was generally due either to a concession by the employer or to the fact that the places of the strikers were easily filled.

It is often urged that although a majority of strikers may fail to gain their cause immediately, yet the policy of striking may still be advantageous. It may not be inappropriate here to call attention to the fact that representatives of organized labor very generally contend that the advantages and disadvantages of strikes can not be measured

¹ Statistical tables relating to results of disputes will be found on pp. 96 to 105.

by the mere number of cases in which the strikers succeed immediately or fail immediately to gain their demands, or by the amount of wages lost during the strike. In the first place it is claimed that although the proportion of unsuccessful strikes may be high, yet the policy of striking may advance the interests of the working classes. Frequently employers, it is said, learn from prolonged strikes the strength of organization among their employees, even though for the time being the demands may be successfully resisted. Rather than encounter again the losses attending upon a strike, the employer may be willing to grant the next demand of the workingmen; in fact, he may voluntarily advance wages or improve conditions as soon as he is able to do so. It is pointed out that an unsuccessful attack strike usually signifies nothing except that the workingmen remain in the same position in which they were before; that is, they are not ordinarily penalized for striking by being reduced to worse conditions than formerly, while the successful and the partly successful strike means that they are in an absolutely better position.

Regarding this latter contention it is interesting to note that of the 175 establishments in which strikes failed the places of the strikers were filled and approximately 1,654 employees lost their positions. It is manifestly impossible to determine how long it took those strikers, whose positions were filled by others, to obtain work elsewhere under conditions as favorable as those which they enjoyed before striking.

(a) *Effect of Labor Organizations.*—The tables prepared on this question show very clearly the effect of labor organizations in strengthening workingmen in their demands for improved conditions. In establishments in which strikes were ordered by labor organizations, the workingmen were successful in 30.34 per cent of the strikes, while in establishments in which the strikes were not ordered by labor organizations the percentage of success was only 12.50. A larger proportion of the strikes ordered by labor organizations also show partial success than is the case with respect to strikes not so ordered, the percentage being 39.08 and 8.33 respectively; while of strikes ordered by labor organizations only 30.58 failed entirely as compared with 79.17 per cent in the case of strikes not ordered by organizations.

It might, indeed, be argued that the fact of the greater proportion

of success among strikes ordered by labor organizations was due rather to the greater skill and intelligence of the workingmen in the trades where most strikes are ordered by organizations than to the mere element of organization itself. It is, of course, true that in those trades in which the position of the workingman is naturally the strongest we also find the strongest trade unions. Nevertheless, a comparison between those strikes in each particular trade which are ordered by organizations, and those not so ordered, shows in most instances that strikes ordered by trade unions are more successful than those which are initiated without the action of a labor organization.

Further light as to the effect of strong labor organizations in promoting the success of strikes may be obtained by a comparison of the results of strikes in certain leading industries, where workingmen are known to be strongly organized, with results in other leading industries where the employees are either unorganized or weakly organized.

In the strongly organized industries 42.69 per cent of the workingmen were successful in 30.20 per cent of the establishments in which strikes were ordered by labor organizations, as compared with 39.60 per cent of the strikers in 30.34 per cent of the establishments in all industries in which strikes were ordered by labor organizations; 39.08 per cent of the workingmen were partly successful in 39.85 per cent of the establishments in which strikes in the strongly organized industries were ordered by labor unions, as compared with 37.24 per cent of the workingmen partly successful in 39.08 per cent of the establishments in all industries in which strikes were ordered by labor organizations; and 18.23 per cent of the workingmen were unsuccessful in 29.95 per cent of the establishments in which strikes in the strongly organized industries were ordered by labor organizations, as compared with 23.16 per cent of the strikers unsuccessful in 30.58 per cent of the establishments in all industries in which strikes were ordered by labor organizations.

These figures show that the results of strikes in the strongly organized industries were practically the same as for strikes of all classes of workingmen. At the same time the proportion of success in these strongly organized industries was higher than in the case of those known to be weakly organized. In the weakly organized industries the workingmen were successful in 33.33 per cent of the

establishments in which strikes were ordered by labor organizations, while they failed altogether in 44.45 per cent of the establishments in which strikes were so ordered. This marked difference is not to be attributed solely to the difference in the strength of the organizations, since many other factors, such as the supply of labor and periodical seasons of unemployment, enter into the determination of the relative strength of workingmen as against employers.

It is probable, however, that the fact of strong organization is an important element in the explanation of the higher degree of success shown for those industries classified as strongly organized, as compared with those weakly organized. At the same time it is noteworthy that wide variations in the degree of success were manifested as among both those industries which might be classed as strongly organized and those which might be classed as weakly organized.

(b) *Results as Dependent upon Causes.* — An important question arises as to the relative success of strikes for different classes of purposes. Of course where a strike is intended to accomplish two or more objects it is impossible to know which was the most important or upon which object the general success or failure of the strike depended. In case of partly successful strikes especially, it may be that the objects gained were much less important than those which the strikers failed to gain, while on the other hand precisely the reverse may be the case.

The number of causes of strikes in different establishments amounted to 714. The employees gained their points as regards 131 of the objects sought, or 18.35 per cent; they were partly successful as regards 403 of their objects, or 56.44 per cent; while they failed as regards 180 objects, or 25.21 per cent of the entire number. The proportion of success as estimated by the number of causes differs somewhat from the proportion of success as measured merely by the number of establishments affected by strikes. This is due to the fact that often strikes occur for two or more reasons,¹ and that the duplication of them and of their results causes the proportions of success and failure to vary somewhat from those found on the other basis.

The largest number of strikes was for increased wages. The proportion of successful strikes for this cause (23.21 per cent) was somewhat larger than for all causes combined (18.35 per cent).

¹ There were 90 strikes for one cause and 8 strikes for two or more causes.

The proportion of partly successful strikes (24.41 per cent) for this cause was considerably smaller than for all causes (56.44 per cent). The proportion of failures (52.38 per cent) was much larger than for all causes (25.21 per cent). Strikes against reduction in wages show a larger percentage of success than for all causes, 35.30 per cent being successful; 5.88 per cent were partly successful, being a much smaller percentage than that for all causes; and 58.82 per cent were unsuccessful, a much larger proportion than the total. Strikes for a reduction in hours show 20.83 per cent successful and 79.17 per cent unsuccessful. The percentage of successful strikes for the union or closed shop was 57.14 as against 42.86 per cent unsuccessful, while strikes for the union shop combined with other causes were partly successful in 99.15 per cent of the establishments. This very remarkable statistical showing was accounted for by the successful outcome of the large strike in the granite industry in Quincy.

A more satisfactory method of comparing the results of strikes is by taking the number of persons engaged in successful and partly successful strikes, rather than the establishments involved, as a basis. In strikes for increased wages, 14.28 per cent of the employees concerned were successful and 45.45 per cent partly successful, these proportions differing somewhat from those for all classes of strikes combined. Strikes against a reduction in wages were astonishingly unsuccessful, only 19.49 per cent of the employees engaged in such strikes attaining their objects in any degree. Strikes for a reduction in hours were also extremely unsuccessful, only 19.91 per cent of the strikers securing any degree of success. Strikes for the union shop were very successful, the percentage showing 90.52 per cent of the employees attaining that object. Among the workingmen who struck for the union shop and other demands, 85.66 per cent were partly successful.

(c) *Results according to Duration.* — Of all the strikes which took place during 1908, those which occurred in 27.81 per cent of the establishments resulted in entire success. Short strikes, lasting one week or less, were somewhat less successful than all strikes combined (20.47 per cent being wholly successful). Strikes lasting two weeks or less were somewhat more successful than all strikes combined (40.39 per cent being wholly successful). It must be borne in mind, however, that the results for all strikes are themselves greatly af-

fectured by the short strikes, which are more numerous than the long ones. The proportion of partly successful strikes among those lasting one week or less, and even for two weeks or less, was very much smaller than the proportion for the entire number of strikes.

If, on the other hand, we consider only strikes lasting more than 30 days, we discover that they were relatively much less successful than the average for strikes of all lengths. Only 3.13 per cent of all the strikes which lasted more than 30 days were wholly successful, while 31.25 per cent resulted in total failure.

The relative figures with regard to the percentage of strikers in short and long strikes who were successful or unsuccessful show similar results and confirm the conclusions already stated. Generally speaking, strikes lasting one week or less (or two weeks or less) are slightly different in their results, as measured by this standard, from all strikes combined. On the other hand, strikes lasting more than 30 days show an extremely low proportion of wholly successful strikers, 0.27 per cent (as compared with 30.82 per cent for all strikes), while the proportion of those who failed altogether (49.82 per cent) is considerably greater than the proportion of strikers who were unsuccessful in all strikes combined (39.17 per cent).

(d) *Results of Single and General Strikes.* — The proportion of strikes in single establishments which resulted in entire success was 17.57 per cent; in partial success, 13.51 per cent; and in entire failure, 68.92 per cent; while of strikes involving several establishments 29.72 per cent were wholly successful, 39.04 per cent were partially successful, and only 31.24 per cent entirely unsuccessful. This would appear to indicate that strikes covering several establishments are likely to be more vigorously carried on and to result more successfully to the employees than those involving only single establishments.

5. METHODS OF SETTLEMENT.¹

The most common method of settling strikes and lockouts was by direct negotiations between the employer and the employee or their representatives. In 337, or 71.55 per cent of all the establishments, the disputes were settled by direct negotiations between the employers and employees. The number of strikers in strikes settled in this manner was 4,794, or 61.05 per cent of the total number of strikers.

¹ Statistical tables relative to the methods of settlement will be found on pp. 106 to 109.

There were 28 establishments, or 5.94 per cent of all the establishments affected by strikes, in which the disputes were settled by arbitration, and 409 strikers, or 5.21 per cent of all the strikers, were in disputes which were settled in this manner.

Of the 337 establishments in which the strikes were settled by direct negotiations, 219 were in the stone-working industry, 74 in the boot and shoe industry and 17 in the building trades.

Of the 87 establishments in which strikes were settled by filling the places of the strikers, 48 were in the building trades.

Of the 28 establishments in which strikes were settled by arbitration, 13 were in the teaming business and 12 in the building trades.

There were 16 establishments in which the strikes were settled by the strikers returning to work on the employers' terms, without negotiations, and three in which the strike was settled by the union ordering the strikers to return under former conditions.

IV.

THE IMPORTANT LABOR DISPUTES OF THE YEAR.

1. THE LASTERS' STRIKE AT LYNN.

The general strike of lasters and lasting machine operators, which took place in Lynn on October 2, 1908, and affected 67 shoe factories throwing 12,761 operatives out of employment, had its inception in the factory of the Joseph Caunt Company.

It appeared that an agreement was made between the Joseph Caunt Company and the Lasters Union, on October 17, 1907, which provided that a certain price be paid for lasting certain grades of shoes, this price to hold good for one year from date. The lasters' grievance was that the firm had violated this contract by changing the method of lasting shoes through the installation of new assembling machines (in the early part of August) without consulting the union, with the result that the lasters were paid a smaller price than that previously agreed upon. The union claimed that the men refused to do the work for the price offered by the firm and left its employ, and that thereupon girls were hired to do the work, that is, that part of the work known as "assembling."

The men had received 24 cents a dozen pairs, while by the new system the girl assemblers received 16 cents a dozen pairs. This did not include wetting down the uppers which was formerly done by boys, but was afterwards done by the girl assemblers.

The union declared positively, however, that the strike was neither against the introduction of girls nor the adoption of the new system, but had been inaugurated on the ground that the firm broke its contract with the union and reduced the wages. The contract was one of two made with the Lynn manufacturers, with the idea of establishing a guarantee against strikes and lockouts. The union claimed that since the firm had broken its contract it could not do otherwise than to order a strike.

On October 8 the Joint Executive Board of the Lasters and Lasting Machine Operators Unions issued a statement regarding the cause of the strike, asserting that although there were grievances in many shops the real cause of the strike was the introduction, at a reduced wage for the operators, of the assembling machine at the Joseph Caunt Company factory. The spread of the strike to the

other factories, it was asserted, was not because of any serious differences between the employers and employees in every place, but the consequence of a desire to organize the shop's crews and concentrate the union's strength upon one contest instead of being obliged to wage a series of intermittent quarrels with manufacturers. It was also claimed that the men in other places were roused to a sympathetic attitude largely through the fear that they would suffer under the same conditions as had been recently introduced at the Caunt factory, and that the establishment of the assembling machine there was merely an experiment to test the strength of organized labor.

Regarding the alleged cause of the strike another reason was given in an editorial in a local trade publication:¹

The beginning of the serious shoe strike now going on in Lynn was in the changing of its assembling system by one of the manufacturers, whereby machinery displaced hand labor. Contrary to custom, the installation of machinery increased the cost of production, and the manufacturer in question was compelled to make this up by decreased labor expense. Hence the employment of girls in place of men.

Right here is the kernel of the whole question. By introducing this new machine for assembling the manufacturer was compelled to pay $\frac{1}{8}$ cent per pair royalty or $1\frac{1}{2}$ cents a dozen. Of course, everybody knows to whom this royalty goes, namely, the shoe machinery company. This assembling machine is the fourth machine in the machinery company's system known as the Rex system. This includes the pulling-over machine, the lasting machine, the pounding machine, and the assembling machine. On each one of these machines it receives a royalty varying from $\frac{1}{8}$ cent to $\frac{5}{8}$ cent a pair.

The assembling machine, we understand, is not absolutely necessary to the manufacturer and is not used by a large number, just as the Caunt Company had gotten along without it for a long time. But the machinery company is anxious for complete systems, since they naturally increase its royalties, and, in addition, give it a chance outside of Massachusetts to make a condition of using one machine the use of all.

The natural conclusion is that the shoe manufacturers included in this strike are fighting a battle for the shoe machinery company. We do not wish to give the impression of opposing the introduction of machinery. We recognize as fully as any one the advance in the shoe manufacturing industry of America as a result of the improvements in machinery. But under the system through which these improvements have been made we cannot believe that the manufacturer himself has received the benefit he has deserved. By this system his foreign competitor is given the full advantage, as soon as himself, resulting from the genius of American inventors. How much his cost of production is

¹ The Weekly Bulletin, October 10, 1908.

increased by the system it is impossible to estimate, but that it is increased there can be no doubt.

An agent of the Lasters' Union notified the Caunt Company that the union considered the action taken by the firm a violation of the contract. The firm maintained that it did not break its contract, but had a right to change the system of lasting. In the busy season the company employed about 40 hand assemblers. At the time the trouble began there were about 20 employed. These were discharged the week before the strike was inaugurated, and about 12 girls were put on to run the assembling and pounding machines, replacing the hand workers.

Negotiations between the union and the firm were protracted because the superintendent, Arthur Caunt, went away on a vacation and Joseph Caunt would not take the matter out of his hands. The superintendent on his return refused to consider the union's claim of a broken contract or the question of wages. The Executive Board of the Lasters' Union then took the matter in hand for final action and submitted the question to a meeting of the union, September 16. The meeting was a spirited one, and the union unanimously voted to declare a strike in the shop. Six sole layers and two pounders-down struck the following day, and as a result 20 other employees were thrown out of work.

The firm reported daily that men were being hired to fill the places of the strikers, and within a few days announced that they had all the help needed. To all appearances the cause for which the lasters struck was lost. The turning point centered upon the lasting machine operators who took action on the lasters' trouble at a meeting, September 22, and voted to sustain the lasters on strike in the Caunt shop. As a result, 15 niggerhead operators and five pulling-over machine operators struck the following morning.

Previous to the cessation of work by the operators the agent of their union personally notified the firm of the action taken by the union, but no overtures were made toward a settlement. The union claimed that it was perfectly willing that the lasting should be done at the price previously agreed upon according to the contract, and was willing to deduct the amount of royalty that the firm had to pay upon the machines, provided they would place men on the work instead of girls, as the union considered that the lasting room was

no place for girls to work in. The firm claimed that the men left work of their own accord and that it was never offered the opportunity of continuing the men with the reduction from the former price of the amount paid for royalty. After the lasting machine operators struck the firm began filling the places of the strikers with the intention of continuing the system which it had installed.¹

¹ The Joseph Caunt Company, on September 29, made the following statement to the public:

Now that we have our lasting room again in running order, and all the help needed working in the same, and lest there may be some misunderstanding in the minds of our people, will you kindly allow space in your valuable paper to give to the public of Lynn in general, and the wage-earners in particular, a truthful report of the imaginary grievance brought up by the misrepresentation of the actual facts.

There have been no broken contracts nor promises unfulfilled, nor was there any grievance until invented by this representative. The agreement made with the Lasting Machine Operators of America, Local No. 1 (for pulling over and lasting), on the 11th day of September, 1908, was truly and fully lived up to in every particular, nor has there been any change of prices on same up to the present writing, nor have we any intention of making any change, nor have we intimated any intention of so doing.

There was an agreement with the assemblers which would have expired October 17, 1908, but which, through the installation of the new assembling system, was made null and void about a month before its expiration.

As this change in system improves the product of our mill, gives better general conditions to our people (both sanitary and monetary), and more satisfaction to all concerned, we feel that we have done justly right in its adoption.

Under this system the men working on the pulling machine at the union prices will earn from \$22 to \$30 per week, the men on the lasting machines from \$20 to \$25 per week, and the girls on the assembling machines from \$10 to \$15 per week with less hours of labor, much more comfort, and under far better general healthy conditions than under the old system. And this is wherein comes the so-called grievance of the opposition. They say the girls shall not work on this system. We think the girls should be allowed to work on the system if they so choose, if, in so doing, they are not only improving their own condition, but are making it possible for their fellow workers to do the same. We see no reason why they should not be allowed to earn an honest living in the same way that their co-workers of Lynn and surrounding cities are doing on this same system, especially so when in the doing of it they also improve our city's product.

This assembling machine is one more step in the improvement of the work for which Lynn is famed. This system is (and has been for some weeks past) installed in many of the up-to-date factories of Lynn and surrounding cities, and no man, nor set of men, can possibly prevent this onward march of progress. These improvements have got to come, and as manufacturers we must accept them in order to keep up the reputation of our city and keep our good people employed.

The Joseph Caunt Company installed the system because it was another step forward, and the facts given above show clearly that it has been installed to the benefit of all who work on it. The concern of Joseph Caunt Company has always borne the reputation of up-to-date shoe manufacturers, but in the building of this reputation, of which we are justly proud, we have never forgotten for one moment our duty to our people who have helped us to build it, but, on the contrary, we have consulted with them, worked with them, and for the betterment of their conditions, and we feel there could be no better demonstration of this fact than was given to the public some few days ago, when right in the midst of this imaginary grievance our people turned out several hundred strong and spent a day of festivities wherein every member of the concern was invited to enjoy and enter into the good spirit of the occasion.

We have always felt it was for our best interests to have a satisfied class of employees in our rooms, and have ever worked to that end, and we intend to so continue, and we will let our past reputation in the field of honest labor be the foundation on which our future treatment of the same question shall be built, but improvements must come, they will come,

No settlement having been reached, and the union being unable to adjust the matter satisfactorily with the firm, a general strike was ordered which took effect Friday, October 2. This action was decided upon at a joint meeting of the Lasters and Lasting Machine Operators' Unions. The members were determined to win the dispute against the Caunt Company, believing that if the company won the value of agreements would be lessened and that similar reduction in wages and changes in systems would be made in other factories. At noon, October 2, 1,299 employees in the lasting departments of 52 shoe factories left work.

The sympathetic strike was not confined to the shops operated by

and we, as manufacturers, must meet and accept them in order to keep up the fair name of, and make, a larger and lovelier Lynn.

The proof of the above statements is on file in our office.

JOSEPH CAUNT COMPANY.

To their statement the union made the following reply:

The statement in the [Lynn] *Item*, Tuesday [September 29], by the Joseph Caunt Company has been carefully noted by us in the expectation that possibly it would throw some light upon what we consider a very dark subject. To quote the Caunt Company, "Now that our lasting room is in running order," of course the fact that the strike breakers themselves were on strike the forenoon of the day on which the article was published would not detract any from the statement, or that they, not being satisfied with the contracts which were offered them, had demanded new contracts from the firm, which the firm were compelled to grant, a rather easy matter by the way, as contracts are just in their line at present.

"An imaginary grievance" it is termed by the firm. It is anything but imaginary to a lot of men who belong to an organization which has an agreement with a firm and who expect to live up to that agreement and suddenly find themselves put on the street with a lot of other people on their jobs. "The agreement with the lasting machine operatives was fully lived up to in every particular." The reader will please note the fact that the operatives lived up to their agreement even when they would have been justified in taking their men out of the shop after the lasters had been discharged.

To quote the firm: "There was an agreement with the assemblers which would have expired October 17, 1908, but which through the installation of the new assembling system was made null and void about a month before its expiration." — Now isn't that cute!

The agreement expires October 17, but they changed the system. Wonder what agreements are made for if not to prevent this very thing? This is the whole meat of the controversy. As the firm is one of the two in the city that demanded specific dates on contracts so that it would be protected from trouble during the life of the contract, it is ridiculous for the firm to attempt to dismiss such a thing in a casual and careless manner. In regard to the improvement in system we never have questioned any system the firm sees fit to adopt; the prices and conditions are what we seek to control and which we make contracts to cover.

"Our people turned out strong to the picnic" they say. Well, the foreladies and foremen went around and told the employees that they would lose their positions if they did not turn out and parade. But enough of this. The lasters have a contract and it is as yet unexpired and they will certainly look to the Manufacturers' Association for the fulfillment of that contract, and if they are granted no redress will appeal to the lasters and other shoeworkers of Lynn to see if there is not a way to make such manufacturers respect their written as well as their verbal agreements.

M. J. TRACEY,
Agent, Lasting Machine Operators' Union.

C. O. WHIDDEN,
Agent, Lasters' Union.

members of the Lynn Shoe Manufacturers' Association, but affected all factories employing lasters.¹ At this time there were about 800 lasters who were members of the Lasters' and Lasting Machine Operators' Unions, this number being about 50 per cent of all the lasters in the city.

Sixty-seven factories were affected by the general strike, and 1,508 male lasters and lasting machine operators and six female lasters left work on October 2 or soon after. Those lasters who did not belong to the union, but left their work either on the first day of the strike or after, did so out of sympathy with their fellow-workmen or else from fear that if they continued to work (as many wished to do) they might meet with bodily harm. Many were also encouraged to cease work by their employers, who were afraid that if the lasters continued to work under the conditions then existing they might meet with bodily harm and that they themselves might be subject to loss and destruction of property.

At the time the strike began there were employed in the 67 factories directly involved in the dispute 7,913 males and 5,185 females, making a total of 13,098. Of this number, 1,514 were strikers. There were 666 employees in the factories at this time who were not affected by the strike, so far as wages were concerned, until the factories shut down. Of this number it is estimated that about 100 were females, so that the number of employees who were thrown out of work and lost their wages was 5,739 males and 5,079 females.

During the strike there were numerous conferences for the purpose of arriving at a settlement. Several of these meetings were

¹ The frame of mind of the shoe manufacturers who were not identified with the Manufacturers' Association was indicated in the following signed statement issued by Joseph I. Melanson & Brother, on October 8:

To the lasters of Joseph I. Melanson & Brother:

Gentlemen: For about two years we have dealt direct with your organization, all transactions regarding prices and other matters pertaining to lasting.

It is a fact that the Shoe Manufacturers' Association has no jurisdiction whatever over us regarding prices, nor dictating prices or settlements of any sort with our help.

In the past we have settled our differences amicably. We consider it a gross injustice on your part to leave your jobs, as we are just as powerless in dictating to Joseph Caunt Company what they shall do as we would be in dictating to a firm in Newburyport or the United Shoe Machinery Company, therefore we think you ought, as a shop's crew, to look at this matter as it is, and do your utmost to return back to your jobs.

Our desires are to run our factory with competent help and without friction. The stand you have taken, if it is carried out, leaves only two things for us to do, that is, to go out of business or to run a free shop. You have certainly broken faith with us when you left your jobs without cause.

Should members of your organization have a grievance with some one we should think you would consider it unfair and unreasonable to discharge you on account of their grievance.

held at the instigation of the Mayor and the president of the Board of Trade, and were attended by many of the manufacturers involved as well as by other manufacturers not concerned, and also by members of the State Board of Conciliation and Arbitration.

A statement of the situation was made to the State Board by Business Agent Tracey, on October 6, as follows:

Gentlemen, we are unable to arrive at a definite conclusion. The conference we have just had, however, has served a good purpose in giving us the opportunity to reach a better conception of the meaning of this struggle. Mr. Caunt has given us some information, and I believe he will say that we have told him some things that he did not know before. One of the points I desire to make now is that the strike at Caunt's factory was simply the culmination of a series of grievances and abuses in a number of different factories in Lynn that we desire to have eliminated in the future.

As to the suggestion for an immediate settlement of this strike, I am prepared to say that this is out of the question. Even if the representative of the workmen should say right now that the workmen shall return to work, it would be impossible for them to carry out this plan so that the strikers would be back at their work to-morrow morning.

Mr. Caunt is not alone in this fight, although, as it has already been explained to you, it was the difficulty at his factory that was the primary cause of the men leaving their work at the time. If this movement had not started a week ago it would surely have come at some other time. The lasters and lasting machine operators had been pressed down to a degree that made further endurance impossible.

Mr. Caunt made substantially the following reply:

This conference with these boys has enlightened me upon at least one point. That is, that the Joseph Caunt Company is not alone in this struggle. Whether the Caunt Company broke its contract with the lasters or not does not appear to be the exclusive issue here. Probably we did break our contract with the lasters and probably we did not. We cannot believe that we did so. If this was the real reason for the strike, however, why were the men pulled out of every other factory in the city? Why should innocent men be made to suffer? If those manufacturers who are not members of the Manufacturers' Association are not responsible for this outbreak, why are not their men sent back to work?

I am willing to arbitrate this issue at my shop with the strikers, but I cannot do so until the men are sent back to their benches in the other places that have been affected by the strike. I am willing to lock up my factory

while the arbitration of the issues with the Caunt Company is in progress. I would prefer to discuss the difficulties with the strikers themselves.

Nearly 300 strikers and sympathizers assembled at the strike headquarters on October 9 to listen to the message of the business agents relative to the outcome of the conference at City Hall.

Business Agent Tracey spoke in part as follows:

Now, if Joseph Caunt agrees to re-engage the men who were discharged as a result of the installation of the machines, under the conditions of the contract which we claim was broken, our point will have been gained and we shall recommend that the men in every factory in the city return to work.

Don't let any one misunderstand this statement. Although there doubtless have been some grievances in every factory in the city, it is absolutely out of the question to settle them before this strike is declared off. If we should undertake to correct every petty dispute there may be, before directing the men to go back to their shops, this strike might last a year.

We have never claimed that the real cause of this strike was anything but the violation of the contract by the Joseph Caunt Company. Mr. Caunt takes the responsibility for whatever may happen to-morrow. If he objects to arbitration it will not be our fault. Of course, we want to settle this difficulty as speedily as possible. It would be unwise to agitate a continuance of the troubles and keep 1,600 men out of work for the petty difficulties that may exist in a factory here and there.

The grievances outside of the Caunt Company will be taken up on their return. When the lasters and lasting machine operators return to work it will be as a thoroughly organized body, prepared to resist browbeating and unfair discrimination, if there should be any.

It is not good policy, however, to cry out that your feelings have been hurt before anything has been actually done to wound you. The shop's crews everywhere along the line will see to it that the returning workers are given fair play.

The Joseph Caunt Company issued the following statement on October 10:

The time has come when the Joseph Caunt Company refuses to further be made a target of by the Lasters' Union of Lynn. The Joseph Caunt Company was thoroughly vindicated by Mr. Tracey, who made the statement last Tuesday evening, before several witnesses at the conference in the Mayor's office, that the present trouble (although in the Joseph Caunt Company's factory) was in reality the outcome of a series of grievances against several of the manufacturers of Lynn, and the action of Messrs. Tracey and Whidden in calling out all the lasters employed in Lynn, regardless of any

contracts the men may have had with their employers, has substantiated Mr. Tracey's statement.

The news of the Lynn trouble has been spread broadcast throughout the country, and already many orders have been, and are, being countermanded and diverted from Lynn to other shoe centers. The matter has become so serious that many factories will probably be obliged to close for an indefinite period.

There is no doubt that the city of Lynn has suffered irreparable injury through Messrs. Tracey and Whidden, in bringing about this unfortunate condition, by calling out the operatives of the many shoe factories of Lynn.

In reply to the foregoing the following statement was issued by the Joint Executive Board of the Lasters' Unions:

As Joseph Caunt and a few other manufacturers have declared their final position in the matter of settlement of the present strike, it now behooves the committee on behalf of the strikers to state clearly what their position has been throughout this difficulty.

It is estimated that 10,000 workingmen and women will be out of work on Monday morning, and, in view of the extensiveness of the difficulty, it is typical of the small-mindedness of Mr. Caunt to appear to be seeking and only seeking a personal vindication. As a matter of fact, what Mr. Caunt tries to make himself and the general public believe is a vindication is no vindication at all, and it must be remembered that it has been made plain to all those that are interested that he had a *bona fide* contract or agreement with the Lasters' Union, and by the fulfillment of the conditions of that contract all the present difficulties in this city would have been avoided.

Now by what process of reasoning does Mr. Caunt expect the general public to arrive at the conclusion that his position has been vindicated, when, by deliberately and unceremoniously breaking the contract, he thereby made himself the instigator of the present trouble?

It is true that grievances exist in the lasting rooms of several factories of this city, but Mr. Caunt, as well as all of the gentlemen at the conference at City Hall during the past week, knows that such grievances could and would not have made an issue or in any way retarded a settlement of the present difficulty.

We submit to the general public that our situation has been one in which the welfare of the city of Lynn has been our uppermost consideration in contradistinction to the attitude of Mr. Caunt, who insulted the State Board of Arbitration, His Honor the Mayor, and the gentlemen of the Board of Trade, as well as ourselves, by ignoring the importance to the city of the conference called by the Mayor and absenting himself from the same, which necessarily brought all negotiations to a halt and in a measure prevented us from devising other means of settlement.

As we told Mr. Caunt at the commencement of the difficulty, we are convinced of the justness of our position, and we have appealed and will continue to appeal to the organized shoeworkers in the city as well as the wage-workers throughout the country.

While the strike has in reality now begun, we are confident and determined that justice shall prevail and that the strength of Mr. Caunt's organization or the gentlemen with whom he conferred are not sufficient to force upon the shoeworkers of this city conditions that are well-nigh unbearable.

Yours very truly,

CHARLES O. WHIDDEN.

MICHAEL J. TRACEY.

In direct contradiction to the general impression that the Joseph Caunt Company would no longer recognize the Lasters' Union was the following statement, made by Joseph Caunt, on October 11, in which he expressed a willingness to participate in any conference between the lasters and his firm, and voiced his desire to effect a settlement:

I reiterate my statement in regard to this trouble. The lasters claim I violated an agreement. If that is so, our concern is the one to suffer and not all the manufacturers in the city. The lasters called out their men and thousands have been thrown out of employment. I am willing to meet the labor leaders in an effort to settle the dispute question. First, however, they must send the men back to the other factories. There is no reason why they should be out because there is a dispute in our factory. With the lasters back at work in the other factories, I will meet the representatives of the lasters, and if we cannot come to an amicable agreement then I am willing they should appoint one man, I another, and these two a third, and leave the questions as to whether or not I violated the agreement to the three.

If it is decided that our concern violated its agreement, then I will put every man back to work, pay the same wages, and live up to every part of the agreement. It seems to me that this is fair. I cannot state too strongly that no reason exists for calling out the lasters in other shops and causing thousands to be thrown out of work because trouble exists in our concern.

A solution of the difficulty was finally arrived at, in which it was agreed that if a majority of the manufacturers would take back the men who had left, and agree to recognize the union, the matter of return to work would be considered agreeable.

A majority of the manufacturers having signed a statement to

this effect,¹ drawn up by the Mayor, and the others, while not signing, practically agreeing to these conditions, a vote was taken by the union, the strike was declared off,² and the men returned to work on October 16, 1908, although in a few instances shops were not opened until the following Monday, the 19th.

In a number of factories extra lasters were put on to catch up with the work which had accumulated and all worked to their limit of speed.

The settlement of the strike brought about the discharge of all the girls employed in the lasting rinks to run the assembling machines. Firms that employed the girls began arranging prices and conditions for the men furnished by the union to operate these machines in place of the women. It is estimated that about 25 girls lost their positions. Another point raised after the return of the men was that all lasters employed must belong to the union or else have a permit from the union to go to work, pending admittance to membership. For two days the union officials were busy straightening out a number of complaints of non-union men working among the unionists. In several cases the manufacturers had to be notified, but little difficulty was experienced.

The demonstrations of the strikers which took the form of mass meetings and parades were a notable feature of the strike. These mass meetings were held frequently and attended by large numbers of strikers, the audience being often addressed in several languages. The parades were held for the purpose of publicly showing the large number of workingmen involved in the dispute, to create enthusiasm among the strikers, and by marching to the strains of martial music, songs, and cheers, to induce the lasters in all the factories to join the strike movement.

Two of the shoe manufacturers, employing 700 persons, did not resume business. One transferred his business to another city in

¹ The statement read as follows:

We stand ready at all times to deal fairly with our employees. No grievances exist between us and the lasters, and we believe the interests of the city, the employees, and the manufacturers demand that every effort be made to bring about a satisfactory condition of affairs. We desire that the lasters return to work in our factories and we agree to continue satisfactory arrangements with them, and do everything in our power to bring about a peaceful settlement between the Lynn shoe manufacturers and the Lasters' Union.

² The vote was: In favor of declaring the strike off, 846; opposed, 488. There were 459 members who did not vote either way. The reason why so many voted against declaring the strike off was that only about 46 of the 67 firms involved had signed the agreement to take the men back without question.

Massachusetts and the other to a neighboring State. It cannot be definitely stated whether the strike was responsible for these manufacturers removing their business from Lynn, but it possibly hastened such action.

Just before the strike began the 67 factories were making 91,097 pairs of shoes a day at a selling value of \$131,288. It has been computed from the returns made by the manufacturers involved that the total loss to the boot and shoe industry of the city during the strike was 1,136,344 pairs of shoes having a selling value of \$1,715,766.

The combined payroll for the week previous to the strike in the 67 factories was \$159,528.38. Deducting from this the amount which would be paid to those employees who were not affected by the strike, we have a loss in wages of \$148,965 a week, or a total loss during the time of the strike of \$297,930.

In estimating this loss it cannot be considered as being the total loss during the two weeks of the strike, but as it is a well-known fact that all the other operatives would have to lose the same proportion of wages as the lasters, although not during the same specified time, the total loss in wages must have reached at least the amount estimated.

In computing the loss to the employers and employees, no attempt has been made to estimate the losses sustained in allied industries, such as the manufacture of cut soles, heels, shoe trimmings, wooden and paper boxes, and various other industries, all of which suffered considerably. In addition, the manufacturers lost from the countermanding of orders previously received which they were unable to get out on time, and many orders which would otherwise have been sent to Lynn were undoubtedly sent elsewhere, as buyers would naturally consider it very doubtful whether or not the orders would be filled.

During the progress of the strike the unions provided for both their members and the non-union employees who had left work, by the appointment of a relief committee, which looked after the married men, and the establishment of a restaurant at strike headquarters. About \$600 was paid in strike benefits. A dining-room with kitchen attached was set up, and two meals a day were served for 11 days, about 450 being fed at each meal. These meals consisted of soup or meat with vegetables, bread and butter, and coffee. The food

was of an excellent quality and was well served. It has been estimated that the cost was about 15 cents for each meal, amounting to a total of almost \$3,000 for the entire period of the strike.

Results of the Strike.

Among the many results of the strike not above suggested we note in the following paragraphs a few of the most noticeable. The manufacturers agreed to take back the men who had left work and to recognize the unions. The officers of the unions were assured that every factory in the city, save two, would open to the former strikers. At one factory where the lasters feared there might be difficulty in returning, the men were assured that henceforth the factory was to be a union one and that agreeable relations would be maintained. In another shop there were a few lasters who had refused to join the Lasters' Union, and the other members of that organization, after working a few days, and being unable to persuade these men to join their union, struck, and refused to return to work unless the non-union lasters were dismissed from the employ of the firm. This strike was soon settled by the men joining the union.

The Joint Executive Board and Joseph Caunt reached an agreement whereby Mr. Caunt discharged the girls on the assembling and other machines and took his lasters back on the old terms for 32 days, this being the unexpired term of the agreement which was dated October 17, the time of the strike being added to the life of that document. At the expiration of this period negotiations were taken up with the union to determine whether or not the machines should be continued in the factory. If they were continued a union scale of wages was to be arranged and signed for the men. No girls were to be employed.

Factories where girls had been employed agreed to dispense with them. Application was made by these factories for the men to operate machines instead of girls.

As a result of the strike the lasters and lasting machine operators became thoroughly unionized, and the two unions together showed a recorded membership of nearly 1,800. This gave Lynn the largest union of lasters in the country, even greater than the Brockton union of the Boot and Shoe Workers' Union in which both hand and machine men are included.

Much concern was felt at the outset as to the attitude which the Boot and Shoe Workers' Union might take in the strike. Some felt alarm that it might take advantage of the opportunity to make contracts with the shops where the independents (who seceded in 1907 from the Lasters Local No. 32, affiliated with the Boot and Shoe Workers' Union) were on strike. All fears were allayed, however, when President Tobin made the following statement: "The Boot and Shoe Workers' Union is concerned in the Lynn strike simply as a spectator. We are taking no part in the affair; we will take no part in the matter; we will have absolutely nothing to do with the Lynn strike; and you can say very strongly that we are acting simply as silent spectators, and that we are not with either side in the controversy."

As a whole the Lynn shoe business was not of large volume at the time that the general strike was called, but the manufacturers who were busy were anxious to get out orders for immediate shipment. A prolongation of the strike meant a gradual shut-down of the factories in other departments. The problem of replacing so many men would have been a very difficult one, and so many factories were involved that some firms would undoubtedly have suffered seriously in attempting a systematic strike-breaking program.

During the strike many manufacturers who were not in any way involved in the original dispute, who had no grievance with their employees and whose employees had no grievance with them, were compelled to wholly suspend business. Many were heard to express the hope that some method or some law would be adopted in the future whereby all grievances arising between the employer and employee might be settled in the shop or factory where it arises, and that pending its settlement there should be no cessation of work.¹

¹ The letter sent to the manufacturers read as follows:

One of the agreements violated during the sympathetic strike in Lynn:

It is hereby agreed between the firm of A. E. Little Company and the undersigned Ideal Lasting Machine Operators, now or hereafter, for the term of three years from date of this agreement in the employ of said firm, that any differences which may arise in the future during the said term of three years, from any cause whatever, between the firm of A. E. Little Company and the Ideal Lasting Machine Operators in their employ or any of them which cannot be mutually adjusted between the parties to this agreement shall be referred to the State Board of Conciliation and Arbitration for decision, and their decision shall be binding upon all parties to this agreement.

It is further agreed that pending the discussion and decision of any or all differences or disputes between the parties to this agreement there shall be no lockouts, strikes, stoppage, or cessation of work by the employer or employees on account of such differences.

During the 13 days no violence of a serious nature was reported, not an arrest was made by the police, and the process of injunction was not resorted to. Overt acts against police order on the part of the strikers were practically confined to certain attacks upon the local newspapers. Mayor Thomas F. Porter, President Ralph S. Bauer and George B. Grant of the Lynn Board of Trade, I. Boynton Armstrong and John J. Couhig of the Knights of Labor Cutters' Assembly, and Richard P. Barry of the State Board of Conciliation and Arbitration composed a civic committee and did valuable work in bringing the dispute to a close.

Considerable feeling was exhibited by many of the manufacturers of Lynn on the ground of the classification, by the union, of the strike as a sympathetic one, the question in their minds being, "Was it a sympathetic strike?" They believed that a majority of the men not belonging to the unions, and those who did, did not leave their work in sympathy with the grievance in the Caunt factory, but that

It is further agreed that the following schedule of prices shall remain in force during said term of three years unless changed by mutual consent of both parties to this agreement.

(Then follow the prices)

Witness our hands and common seal this 12th day of January, A.D., 1906.

(The personal signature of every laster and puller-over in our employ is attached to this agreement.)

Under this agreement some of the lasters and pullers-over in our factory have, during the last three years, earned an average of over \$1,000 each year.

Without offering any criticism regarding the recent strike, this agreement is called to your attention in order to emphasize the fact that practical experience has proved that agreements like this, made without backing or forfeiture of any kind, are easier to break than to make. Consequently, for the best interests of Lynn, and in order, if possible, to restore industrial peace at the present time, and to insure it for a period of years, we desire to offer the following suggestion:—

That all the shoe workers' unions now existing in Lynn be recommended to consider affiliation and amalgamation into one strong union.

The representatives of this one union, when formed and properly organized, could meet with the Manufacturers' Association and make agreements as to prices, etc., for stated periods, with the understanding that all differences arising, which could not be settled between the representatives of the union and the Manufacturers' Association, should be left to a selected Board of Arbitration, the decision of the Arbitration Board to be final and obligatory on both parties. This plan would do away with all strikes and lockouts in the future.

It is unquestionably right and proper for all working men to participate in and be associated with unions, and, properly managed, such unions can be made most helpful and beneficial to their members. With one strong union, well governed, the best interests of all shoe workers would be assured, and such a union, as a single body, would have far more strength than when split into different organizations, and be mutually helpful to both manufacturers and workmen.

This seems to be the proper time to clean the slate and start in new. If this suggestion meets with approval let us commence action at once, looking forward to the consummation of an agreement which will be of great benefit to all concerned, and prevent for many years a condition as dangerous to the best interests and welfare of Lynn as the one we have just experienced.

ALEXANDER E. LITTLE.
JAMES W. HITCHINS.

the trouble with the Joseph Caunt Company, while being primarily the cause of the strike, was utilized by the leaders of the labor organizations to carry out a plan which they had had in contemplation for some time, — namely, the recruiting of their ranks and the unionizing of the factories, so that when they were ready to present another price list the manufacturers would be at their mercy and obliged (in the estimation of the union) to concede to their demands.

This, it was claimed was made apparent from the fact that while the parades of the lasters and their friends were apparently peaceful, they were formed with the intention of visiting the various factories where lasters were still at work, in order to intimidate those men and compel them to leave their work and join the ranks of the strikers; also from the fact that all suspended members of the union were taken again into the ranks without the payment of any back dues, and those who had never joined were admitted at once without the payment of any initiation fee and immediately organized into shop's crews.

It is an unfortunate circumstance that among the lasters in Lynn there are many anarchistic foreigners capable of making inflammatory speeches in their own tongues which are not understood by the English-speaking people. Fifteen different languages are represented in the Lynn lasters' unions, and at some of the meetings threats of bodily harm were made to the manufacturers, and also threats to destroy by torch their property. This foreign element was, however, kept in subjection by the prompt and courageous action of the leaders, and never was this courage better shown than at the time the vote was being taken by the unions whether or not the men should return to work. At that time when the ballot boxes were seized and threats made to stop the peaceful solution of the question, only the promptness and courage displayed by the leaders prevented a scene of riot.

The following table shows the number of employees who struck on each day, the number thrown out of work as a result of the strike action of others, the total number of employees involved, and the number of establishments in which the strikes occurred:

DATES.	Number of Establishments	NUMBER OF STRIKERS		NUMBER OF EMPLOYEES THROWN OUT OF WORK		Total Number of Employees Affected
		Males	Females	Males	Females	
October 2,	52	1,299	6	5,230	4,406	10,941
October 3,	5	48	—	190	140	378
October 5,	5	128	—	567	435	1,130
October 6,	3	29	—	116	91	236
October 7,	1	2	—	25	20	47
October 9,	1	2	—	12	15	29
Totals,	67	1,508	6	6,140	5,107	12,761

The following table shows the number of establishments which shut down each day, the number of strikers in each factory, and the number of employees thrown out of work as a result of the shutting down of the factories:

DATES ON WHICH FACTORIES SHUT DOWN.	Number of Establishments	NUMBER OF STRIKERS		NUMBER OF EMPLOYEES THROWN OUT OF WORK		Total Number of Employees Affected
		Males	Females	Males	Females	
October 2,	1	19	—	81	79	179
October 3,	1	6	—	39	40	85
October 6,	1	22	—	43	53	118
October 7,	1	10	—	28	4	42
October 8,	1	29	—	87	52	168
October 9,	2	26	—	83	83	192
October 10,	27	692	6	2,786	2,431	5,915
October 12,	5	138	—	685	585	1,408
Factories which shut down,	39	942	6	3,832	3,327	8,107
Factories which did not shut down,	28	566	—	2,308	1,780	4,654
All factories affected,	67	1,508	6	6,140	5,107	12,761

2. BUILDING TRADES STRIKE AT BOSTON.

Dissension between union workers and The George W. Harvey Company, builders, resulted in a general strike of union men of the structural building trades in Boston and vicinity. The strike order was issued on December 28, 1908, by the various unions, calling out nearly 200 men employed in the construction of three new buildings, the new Boston Opera House on Huntington Avenue, the Puritan Hotel on Commonwealth Avenue, and a sugar refinery in South Boston.

The following statements, defining the points at issue in the controversy, were made by each party concerned in the strike:

*Statement of the Cause of the Strike by Officials of the Building Trades
Department of the Boston Central Labor Union.*

In August, 1908, a committee from the Building Trades Department called upon the owner of the Opera House and he assured them that he had had a verbal understanding with Mr. Harvey, that for all work above the foundation upon that building the customary wages would be paid to all men working on the building, and the eight-hour day rule fully observed. The owner then referred the committee to Mr. Harvey, and in August they wrote to him but he made no reply to their communication, and upon their calling the owner's attention to the fact that he had not replied, the owner requested Mr. Harvey to meet the committee. A conference was held on September 10, 1908, at which the committee from the union requested that the laborers be paid the customary wages of 30 cents an hour; iron workers, 50 cents an hour; and that all trades work eight hours a day. The engineers were then working from nine to 12 hours, laborers from nine to 10 hours, and iron workers from nine to 10 hours a day.

These were the only questions which Mr. Harvey was asked to consider. At a later meeting, September 26, Mr. Harvey told the committee that he would not consider any of the above grievances but that he would pay the men any wages he pleased and work them as many hours as he wished to, and that he would not discuss the questions any further. On December 24, the committee again waited upon the owner at 10.30 A.M. This time the meeting was set by the owner himself in response to a communication from the committee. Upon the arrival of the committee the owner sent word to them at his office that he had interviewed Mr. Harvey at 10.15 that morning and that he was satisfied with Mr. Harvey's explanation, and that he did not care to meet the committee. The committee then sent word back to him by the messenger that they would like to explain their side of the case to him, and the messenger brought back word that he was very busy and could not meet them. This the committee considered very strange after the previous statements that he had made to them, and also that the time for this meeting had been set by himself, and their only construction of such action was that Mr. Harvey had given him wrong and misleading statements relative to the case just before the time set for the meeting.

On December 28, a committee from the Building Trades Department again waited upon Mr. Harvey interviewing him at the Opera House, and finding him on the second floor of the building at 11.30 A.M. Here they again asked him if he would talk over the above grievances that existed on his works. His reply was that he would not talk over anything with the committee, and that if the men in his employ did not like the conditions under which they were working they could leave work at once. The committee then asked him if this decision was final and he replied that it was.

At 12 o'clock, December 28, the union men employed on this work struck, with the exception of the bricklayers who returned to work at 12.30 by instructions from the business agent of their union. This was done in

order that the work might be left in a safe and good condition so as not to result in a loss to the owner or the contractor. This work consisted in jointing up seven courses of brickwork and backing up the same. They also used up all the cement in the tubs so that there should be no loss on this account and completed their work about 1.30 P.M., when they too left the job.

The same action was taken upon each one of the buildings under construction by Mr. Harvey.

Mr. Harvey has not been fair to all the building trades for over four years, and has continually employed non-union labor in opposition to the requests of the union. During the erection of the Houghton and Dutton building a strike was declared on the Siegel building by the iron workers who had asked for an increase of wages. At this time Mr. Harvey furnished strike-breakers who marched to the Siegel building under police protection.

ARTHUR M. HUDDALL.

M. J. YOUNG.

JOHN C. MACDONALD.

JOHN T. WALSH.

*Sub-committee of the Committee of Adjustment
of the Building Trades Section of the
Boston Central Labor Union.*

COMMONWEALTH OF MASSACHUSETTS.

COUNTY OF SUFFOLK, SS.

JANUARY 29, 1909.

Personally appeared the above-named Arthur M. Huddell, M. J. Young, John C. MacDonald, and John T. Walsh and made oath that the statements signed by them are true.

CHARLES THOMPSON,
Justice of the Peace.

Statement of the Cause of the Strike, by Mr. George W. Harvey, Contractor.¹

The cause of the strike was the result of the request of delegates from the Lathers' Union that the firm place lathers upon work which is classed as "reinforcement," which is a part of the work required in putting in concrete floors. This is no part of a lather's work, and I refused to retain lathers at \$4 a day to do work which they had no knowledge of, or while I was hiring men who had knowledge of the work at \$2.50 a day. It is practically an intelligent laborer's work.

Upon my refusal to place the lathers on this work, the workmen mentioned in the above table were called out, and while I was able to fill the places of all of the strikers, I think that there may be trouble in the future,

¹ Mr. Harvey first made an oral statement to a special agent of this Bureau which after being reduced to writing was submitted to and read by him in the form here given; he had, he said, no further statement to make.

owing to the fact that as the work upon the various buildings progresses, other trades which are affiliated will have to be called in, and whether or not I can obtain union men is a question for the future. The trades later which may be involved are the following: Asbestos workers, electrical workers, elevator constructors, gasfitters, hardwood finishers, steamfitters and helpers, marble cutters and setters, marble workers, plumbers, sheet metal workers, tile layers and helpers, lathers, and painters. I have always been fair to union labor and employed union help in the past, but on account of the action in this matter I have declared an open shop.

The governors of the Building Trades Department of the Boston Central Labor Union sent requests to the officers of all the international unions involved in the strike to meet in Boston for a conference. At this meeting, subsequently held, conferences were arranged with representatives of the different unions affected by the dispute, and a definite program of action throughout the country was decided upon in case matters were not adjusted.

As no settlement of the dispute was in view, labor men were asked by commercial interests to take a mediatory position, which they promised to do without sacrificing their rights in the premises. The strike, however, was not declared off, but after a time the places of the strikers were filled and the work on the different buildings was continued by the aid of the open shop contractors.

But, in the Spring of 1909, when work on the buildings progressed to a point where the sub-contractors could start on their work, the controversy was renewed, as nearly all the contractors employed union men affiliated with the Building Trades Department. With no prospect of an adjustment of the grievance being made with the general contractor, many of the strikers secured employment elsewhere and non-union workmen were hired for the completion of the work.

3. THE PAINTERS' DISPUTE AT SPRINGFIELD.

In March, 1908, Painters, Decorators, and Paperhangers Local Union No. 257 notified the local master painters that after April 4, 1908, hours of labor would be 44 a week with pay for a full week. This new schedule arranged for Saturday half-holidays and was practically an increase in wage rates from 37½ cents to 41 cents an hour. This action taken by the union was positive and

did not lack indications that it would be supported by a show of strength.

Members of Master Painters' Association immediately announced that they would thereafter maintain open shop, and made public a list of 33 of the city's employing painters and paperhangers who had declared for the open shop principles. With the probability of a strike at hand, five different employers laid off some 32 union men as soon as the work at hand was finished. This was virtually considered a lockout by the union.

In every shop that had membership in the Master Painters' Association the employers informed the union men that they would pay 37½ cents an hour and 48 hours would constitute a week's work. Many of the master painters admitted that in time the half-holiday would necessarily be conceded, but they all insisted that a period of depression and falling off in business was not a propitious time for employees to ask for shorter hours or more pay.

Following this final refusal of the employers, 177 journeymen struck, headquarters were organized at the Central Labor Union hall, pickets assigned, and preparations definitely made to use the strike fund of the union to pay benefits, and defray expenses of return tickets for those non-union men from out of town whom the union men might be able to dissuade from filling the places of strikers. On the other hand, the association of employers met to devise plans for employing men to fill the places of the strikers and opposing any course that might be taken by the union men to interfere with their work.

At this juncture the State Board of Conciliation and Arbitration offered its services as mediator to both parties. The employees accepted the offer, but the employers, who stated that they were able to secure plenty of efficient help, rejected it.

The endeavor of the union to gain the Saturday half-holiday for its members met with wide encouragement in labor circles, moral and financial support being voted by many unions and delegate organizations. By the end of the month the strike became reduced to an endurance contest with both sides asserting confidence. But few union men remained unemployed, and although demands had been granted in some of the shops the Master Painters' Association

reaffirmed its determination to conduct open shop and reported that enough places of the strikers had been filled by non-union men to supply the demand in spite of a very busy season.

4. THE STRIKES IN THE GRANITE INDUSTRY AT QUINCY.

On March 2, 1908, 250 quarrymen and 140 polishers employed in the Quincy granite quarries refused to continue work pending the adjustment of a demand for higher wages.

The polishers demanded a minimum wage of \$3 a day, and were the first of the strikers to effect a settlement with the manufacturers. At a conference of representatives of the employers and of the union, held on March 9, a bill of prices was arranged, granting the polishers \$3 a day.

The quarrymen who suspended work in conjunction with the polishers asked for an increase of wage rates from 26 to 30 cents an hour minimum. The manufacturers offered the strikers 28 cents an hour, provided such action was approved by their national committee. The latter body, however, refused to sanction the agreement, claiming that should they approve, it might result in manufacturers in other sections of New England feeling compelled to pay the same prices, where conditions were different. After protracted negotiations, a three-year agreement was signed on April 22, by which the average rate of wages was established at 26 cents an hour for the first year of employment and 28 cents for the following two years; overtime (Sundays and legal holidays) to be paid for at the rate of time and a quarter. In all other respects the new agreement was the same as that which expired March 1, 1908.

On April 1, about 65 engineers employed at the different local quarries struck, owing to the failure of the engineers' union and the manufacturers to agree upon a new wage scale at the expiration of the old agreement. The engineers asked for an increase in wages from \$16 to \$20 a week, Saturday half-holiday for three months of the year, and the employment of a fireman for every boiler of 150 horse-power or over. About 40 quarries were affected by this strike and work was practically at a standstill. Some 300 other workmen were thrown out of work, being unable to work when the power was shut off. Conferences between the union and the manufacturers

failed to bring about a settlement of the controversy, and the places of the strikers were gradually filled.

While these different disputes were in process of adjustment, a difficulty arose between the Manufacturers' Association and the Granite Cutters Union. When the old working schedule expired on March 1, 1908, a new price list was agreed upon, and with the exception of five technical trade points settled the questions at issue. It was agreed that the unsettled articles should be left to a committee of the two national executive boards to consist of three members of said committee from each side and that there should be no suspension of work pending settlement. The committee heard the points in the dispute and decided in the main in favor of the cutters, but the Manufacturers' Association objected to abiding by this decision. The claim was made that one member who represented the manufacturers was not a member of the executive committee of the National Granite Industries, nor of the Association, hence the action of the committee had no binding force. To this objection, the Cutters Union asserted that the report of the board of arbitration was signed by every member, and that even though one member could not legally take part in the proceedings it would not invalidate the action of the other five members. The manufacturers asked for a reopening of the case. This demand the Granite Cutters Union refused to consider, and, in order to enforce the signing of the new bill, 1,111 cutters employed at 116 different stone yards struck, on May 14, forcing out of work about 280 polishers, blacksmiths, helpers, and tool boys.

Delay in effecting an adjustment of the dispute was due to doubt as to what construction the cutters placed upon certain provisions in the bill to which the manufacturers objected. One of the disputed clauses, relative to the disciplining of members, practically meant, the manufacturers contended, the unionizing of all stone sheds and was illegal; another clause failed to restrict definitely the powers of the agent of the union.

After the strike had been on two weeks, a new article incorporating the union's interpretation of the questions at issue was drafted and some compromise made on three of the other five articles that had been held in abeyance. Thus modified, the agreement was signed by the Manufacturers' Association and the Cutters Union, and on June 1, 1908, the strikers returned to work.

The Bureau made an investigation in this dispute concerning certain facts relative to the number of establishments in which there were no grievances or strikes, etc., which appear in the following table:

STRIKES.	Number of Establish- ments	Number of Employees Thrown out of Work	Number of Es- tablishments Closed	Aggregate Days' Duration	Number of Working Days Lost
Quarrymen's strike,	58	319	2	260	11,461
Polishers' strike,	10	67	1	137	1,048
Engineers' strike,	10	82	2	119	900
Granite cutters' strike,	2	23	2	11	140
TOTALS.	80	491	7	527	13,549

STATISTICAL TABLES.

A glossary of the Classifications adopted by the Bureau of Statistics as a basis for its tabulations of Strikes and Lockouts may be found on pages 121 to 139. The statistical tables may be briefly explained as follows:

Table 1.—*Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost: By industries (p. 76).*—This table shows the number of strikes, establishments affected by strikes, employees involved (strikers and other employees forced out of work), and the approximate number of working days lost by strikes for the year 1908, classified by industries.

Table 2.—*Percentage of disputes, establishments involved, strikers, other employees thrown out of work, and working days lost: By industries (p. 77).*—This table presents facts similar to those of Table 1.

Table 3.—*Attack Disputes (p. 78).*—This table presents facts, similar to those in Table 1, for attack disputes, that is, those disputes in which the employees struck in order to obtain better conditions of employment.

Table 4.—*Defense Disputes (p. 79).*—This table presents facts similar to those in Table 1, for defense disputes, that is, those disputes in which the employees struck against a change from existing to what they believe to be worse conditions.

Table 5.—*Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost, 1904-1908 (p. 80).*—This table shows the number of strikes, establishments affected by strikes, employees involved (strikers and other employees forced out of work), and the approximate number of working days lost by strikes, for each of the years 1904 to 1908, inclusive.

Table 6.—*Lockouts, establishments involved, locked-out employees, other employees thrown out of work, and working days lost: By industries (p. 80).*—This table is similar to Table 1 relating to strikes.

Table 7.—*Lockouts, establishments involved, locked-out em-*

ployees, other employees thrown out of work, and working days lost: By localities (p. 80).— This table presents facts similar to those in Table 1, for strikes, classified by cities and towns.

Table 8. — Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost: By localities (p. 81).— This table presents facts similar to those contained in Table 1, classified by cities and towns. •

Table 9. — Strikes and establishments involved in strikes ordered by labor organizations and not so ordered: By industries (p. 82).— This table shows the number and percentages of strikes and establishments involved in strikes ordered by labor organizations and in strikes not so ordered, classified by industries.

Table 10. — Strikers, and other employees thrown out of work in establishments involved in strikes ordered by labor organizations and not so ordered: By industries (p. 83).— This table shows the number and percentages of strikers and other employees thrown out of work in establishments involved in strikes ordered by labor organizations and in strikes not so ordered, classified by industries.

Table 11. — Strikes and establishments involved in strikes ordered by labor organizations and not so ordered: By localities (p. 84).— This table presents facts similar to those in Table 9, classified by cities and towns.

Table 12. — Strikers and other employees thrown out of work in establishments involved in strikes ordered by labor organizations and not so ordered: By localities (p. 85).— This table presents facts similar to those in Table 10, classified by cities and towns.

Table 13. — Number and percentages of employees of each sex striking: By industries (p. 86).— This table shows by sex the number and percentages of persons striking, classified by industries.

Table 14. — Number and percentages of employees of each sex involved in strikes: By localities (p. 87).— This table presents facts similar to those in Table 13, classified by cities and towns.

Table 15. — Number of strikes, classified by number of strikers and number of employees affected (p. 87).— This table shows number of strikes classified by the number of strikers and by the total number of employees affected by the strike.

Table 16. — Number and percentages of strikes due wholly or partly to specified cause (p. 88).— This table shows the number and

percentages of strikes and establishments, and strikers involved in strikes due solely to each cause, and also for strikes in which each cause was only a partial or contributing cause. Strikes resulting from two or more causes have been counted under each of those causes combined with various other causes — thus, for example, strikes for increase in wages and reduction in hours have been included in the cause “for increase in wages combined with other causes,” and also in the cause “for reduction in hours combined with other causes,” as such strikes were due in part to both of these causes.

Table 17. — Number and percentages of establishments and strikers involved in strikes due wholly or partly to specified cause: By industries (pp. 89, 90). — This table shows the number and percentages of establishments and strikers involved in strikes due wholly or partly to each cause, classified by industries. See also explanation of Table 16.

Table 18. — Number of strikers by sex and number of working days lost in strikes due wholly or partly to specified cause ordered by labor organizations and not so ordered (p. 91). — This table shows the number of strikers by sex — and the number of working days lost — in strikes ordered by labor organizations and those not so ordered, classified by causes.

Table 19. — Establishments, strikers, other employees thrown out of work, and working days lost: By duration in working days (p. 92). — This table presents facts similar to those in Table 1, classified by duration in working days.

Table 20. — Duration of strikes, number and percentages of establishments closed, and average days closed: By industries (p. 93). — This table shows, by industries, the total duration of strikes in working days, the average duration of strikes per establishment in working days, the number of establishments closed on account of strikes, the percentages of establishments in which strikes occurred which were closed by strikes, the total number of days the establishments were closed, and the average number of days closed per establishment.

Table 21. — Duration of strikes, number and percentages of establishments closed and average days closed: By localities (p. 94). — This table presents similar facts to those in Table 20, by localities.

Table 22. — Number of strikes and establishments involved in strikes, ordered by labor organizations and not so ordered: By dura-

tion (p. 95). — This table presents the number of establishments and strikers in strikes, ordered by labor organizations and in strikes not so ordered, classified by duration.

Table 23. — Percentages of establishments involved in strikes: By duration and the number of strikes (p. 95). — This table shows the relative duration of large and small strikes by presenting by duration the percentages of the entire number of establishments involved in the strikes of different degrees of magnitude which lasted one week, two weeks, etc.

Table 24. — Strikes, establishments, strikers, employees thrown out of work, and working days lost in strikes, which began during each month of the year (p. 95). — This table presents facts similar to Table 1, classified by the months in which the strikes began.

Table 25. — Results of strikes: By industries (p. 96). — This table presents the results of strikes by industries.

Table 26. — Results of strikes: By localities (p. 97). — This table presents the results of strikes by cities and towns.

Table 27. — Results of strikes ordered by labor organizations and not so ordered: By industries (p. 98). — This table shows by industries the percentages of establishments in which strikes ordered by labor organizations succeeded, partly succeeded, and failed, and the percentages of establishments in which strikes not ordered by labor organizations succeeded, partly succeeded, and failed.

Table 28. — Results obtained by strikers in strikes ordered by labor organizations and not so ordered: By industries (p. 99). — This table presents facts relating to strikers similar to those presented in Table 27 for establishments.

Table 29. — Results of strikes due wholly or partly to specified cause (pp. 100, 101). — In this table is shown by causes (single and combined)¹ the number of strikes, establishments, and strikers, and the percentages of establishments and strikers successful, partly successful, and unsuccessful.

Table 30. — Results of strikes: By number of strikers (p. 102). — This table presents the percentages of success in establishments, classified by the number of strikers in each establishment.

Table 31. — Results of strikes ordered by labor organizations and not so ordered: By number of strikers (p. 102). — This table presents the percentages of success in establishments involved in strikes

¹ See explanation to Table 16.

which were ordered by labor organizations and not so ordered, classified by the number of strikers in each establishment.

Table 32. — Results of lockouts: By causes (p. 102). — This table presents the results of lockouts, classified by causes.

Table 33. — Results of strikes: By duration (p. 103). — This table shows the number of establishments and strikers in strikes which succeeded, partly succeeded, and failed, classified by duration in working days.

Table 34. — Results of single and general strikes: By industries (pp. 104, 105). — This table presents by results of strikes the number and percentages of establishments involved in single and general strikes, classified by industries.

Table 35. — Number of establishments and strikers in disputes settled by the different methods: By industries (pp. 106, 107). — This table presents the number of establishments and strikers in disputes settled by the different methods, classified by cities and towns.

Table 36. — Number of establishments and strikers in disputes settled by the different methods: By localities (pp. 108, 109). — This table presents the facts contained in Table 35, classified by cities and towns.

Table 37. — Detailed statement of the principal disputes reported in the fifteen months ending December 31, 1908 (pp. 110–121). — This table presents details for the principal strikes which occurred from October 1, 1907 (the date of the last statistical report by this Bureau on Strikes and Lockouts, Part VI, Report on the Statistics of Labor for 1907), to December 31, 1908. The strikes are classified by the industries in which they occurred, and the arrangement under each industry is chronological. The particulars given for each strike are: Occupations of strikers, locality, whether or not ordered by labor organization, number of establishments involved, number of establishments closed, dates of beginning and ending, duration in working days, number of strikers, number of employees involuntarily thrown out of work, whether or not strike succeeded, and the method of settlement.

TABLE 1. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	Number of Strikes	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.	•					
Building trades,	18	81	963	47	1,010	4,448
Building and street labor,	5	9	335	147	482	2,566
Stone working,	7	219	2,001	1,395	3,396	83,511
Clothing.						
Boots and shoes,	18	83	1,910	12,683	14,593	178,127
Hats, caps, and furs,	3	4	143	77	220	2,366
Food, Liquors, and Tobacco.						
Food products,	4	7	203	—	203	406
Tobacco,	2	4	289	—	289	18,138
Leather and Rubber Goods.						
Leather and leather goods,	3	3	609	70	679	6,569
Rubber and gutta percha goods, . .	1	1	25	—	25	25
Metals, Machinery, and Ship-building.						
Iron and steel manufactures, . . .	4	11	83	79	162	937
Printing and Allied Trades.						
Printing and publishing,	1	1	3	—	3	9
Public Employment.						
Municipal employees,	1	1	11	—	11	11
Restaurants and Retail Trade.						
Hotels and restaurants,	2	3	22	—	22	115
Textiles.						
Cotton goods,	8	8	565	22	587	1,353
Woolen and worsted goods,	6	6	266	—	266	8,955
Other textiles,	1	1	8	—	8	8
Transportation.						
Railroads,	1	1	50	—	50	50
Teaming,	4	19	176	2	178	2,971
Navigation,	1	1	20	—	20	1,080
Miscellaneous.						
Agriculture,	1	1	8	—	8	8
Chemicals,	2	2	10	—	10	44
Paper and paper goods,	3	3	142	17	159	10,757
Theatres and music,	2	2	10	—	10	310
All Industries,	98	471	7,862	14,539	22,391	322,764

TABLE 2. — *Percentages of Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	PERCENTAGES OF —					
	Strikes	Estab- lishments	EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Employees Thrown out of Work	Total	
Building and Stone Working.						
Building trades,	18.37	17.20	12.26	0.32	4.51	1.38
Building and street labor,	5.11	1.91	4.27	1.01	2.15	0.80
Stone working,	7.14	46.50	25.48	9.60	15.17	25.87
Clothing.						
Boots and shoes,	18.37	17.62	24.32	87.24	65.17	55.19
Hats, caps, and furs,	3.06	0.85	1.82	0.53	0.98	0.73
Food, Liquors, and Tobacco.						
Food products,	4.08	1.49	2.58	—	0.91	0.13
Tobacco,	2.04	0.85	3.68	—	1.29	5.62
Leather and Rubber Goods.						
Leather and leather goods,	3.06	0.64	7.76	0.48	3.03	2.04
Rubber and gutta percha goods, . .	1.02	0.21	0.32	—	0.11	0.01
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	4.08	2.34	1.06	0.54	0.72	0.29
Printing and Allied Trades.						
Printing and publishing,	1.02	0.21	0.04	—	0.01	1—
Public Employment.						
Municipal employees,	1.02	0.21	0.14	—	0.05	1—
Restaurants and Retail Trade.						
Hotels and restaurants,	2.04	0.64	0.28	—	0.10	0.04
Textiles.						
Cotton goods,	8.17	1.70	7.20	0.15	2.62	0.42
Woolen and worsted goods,	6.12	1.28	3.39	—	1.19	2.77
Other textiles,	1.02	0.21	0.10	—	0.04	1—
Transportation.						
Railroads,	1.02	0.21	0.64	—	0.22	0.02
Teaming,	4.08	4.03	2.24	0.01	0.79	0.92
Navigation,	1.02	0.21	0.25	—	0.09	0.33
Miscellaneous.						
Agriculture,	1.02	0.21	0.10	—	0.04	1—
Chemicals,	2.04	0.42	0.13	—	0.05	0.01
Paper and paper goods,	3.06	0.64	1.81	0.12	0.71	3.33
Theatres and music,	2.04	0.42	0.13	—	0.05	0.10
All Industries,	100.00	100.00	100.00	100.00	100.00	100.00

1 Too small to be designated.

TABLE 3. — *Attack Disputes.*

INDUSTRIES.	Number of Disputes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	17	80	957	47	1,004	4,412
Building and street labor,	4	4	268	90	358	2,194
Stone working,	7	219	2,001	1,395	3,396	83,511
Clothing.						
Boots and shoes,	11	76	1,727	12,109	13,836	172,616
Hats, caps, and furs,	2	2	28	—	28	244
Food, Liquors, and Tobacco.						
Food products,	3	3	172	—	172	313
Tobacco,	1	3	72	—	72	995
Leather and Rubber Goods.						
Leather and leather goods,	2	2	594	70	664	6,494
Rubber and gutta percha goods, . .	—	—	—	—	—	—
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	3	10	77	9	86	643
Printing and Allied Trades.						
Printing and publishing,	—	—	—	—	—	—
Public Employment.						
Municipal employees,	—	—	—	—	—	—
Restaurants and Retail Trade.						
Hotels and restaurants,	1	2	13	—	13	106
Textiles.						
Cotton goods,	1	1	26	—	26	104
Woolen and worsted goods,	3	3	93	—	93	2,407
Other textiles,	1	1	8	—	8	8
Transportation.						
Railroads,	1	1	50	—	50	50
Teaming,	3	18	166	2	168	2,921
Navigation,	—	—	—	—	—	—
Miscellaneous.						
Agriculture,	1	1	8	—	8	8
Chemicals,	1	1	4	—	4	8
Paper and paper goods,	—	—	—	—	—	—
Theatres and music,	2	2	10	—	10	310
Totals,	64	429	6,274	13,722	19,996	277,344

TABLE 4. — *Defense Disputes.*

INDUSTRIES.	Number of Disputes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	1	1	6	—	6	36
Building and street labor,	1	5	67	57	124	372
Stone working,	—	—	—	—	—	—
Clothing.						
Boots and shoes,	7	7	183	574	757	5,511
Hats, caps, and furs,	1	2	115	77	192	2,112
Food, Liquors, and Tobacco.						
Food products,	1	4	31	—	31	93
Tobacco,	1	1	217	—	217	17,143
Leather and Rubber Goods.						
Leather and leather goods,	1	1	15	—	15	75
Rubber and gutta percha goods, . .	1	1	25	—	25	25
Metals, Machinery, and Ship- building.						
Iron and steel manufactures, . . .	1	1	6	70	76	294
Printing and Allied Trades.						
Printing and publishing,	1	1	3	—	3	9
Public Employment.						
Municipal employees,	1	1	11	—	11	11
Restaurants and Retail Trade.						
Hotels and restaurants,	1	1	9	—	9	9
Textiles.						
Cotton goods,	7	7	539	22	561	1,249
Woolen and worsted goods,	3	3	173	—	173	6,548
Other textiles,	—	—	—	—	—	—
Transportation.						
Railroads,	—	—	—	—	—	—
Teaming,	1	1	10	—	10	50
Navigation,	1	1	20	—	20	1,080
Miscellaneous.						
Agriculture,	—	—	—	—	—	—
Chemicals,	1	1	6	—	6	36
Paper and paper goods,	3	3	142	17	159	10,757
Theatres and music,	—	—	—	—	—	—
Totals,	34	43	1,578	817	2,395	45,410

TABLE 5. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost, 1904-1908.*

YEARS.	Number of Strikes	Number of Establishments Affected	NUMBER OF EMPLOYEES INVOLVED			Approximate Number of Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
1904,	202	1,050	42,843	4,956	47,799	4,044,146
1905,	201	536	10,429	5,436	15,865	161,355
1906,	213	699	17,320	9,418	26,738	372,672
1907,	236	440	16,479	11,186	27,665	452,912
1908,	98	471	7,852	14,539	22,391	322,754
Totals,	950	3,196	94,923	45,535	140,458	5,353,539

TABLE 6. — *Lockouts, Establishments Involved, Locked-out Employees, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	Number of Lockouts	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Employees Locked out	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	1	5	32	—	32	122
Food, Liquors, and Tobacco.						
Food,	1	4	31	—	31	93
Textiles.						
Woolen and worsted goods,	2	2	45	—	45	2,215
Totals,	4	11	108	—	108	2,430

TABLE 7. — *Lockouts, Establishments Involved, Locked-out Employees, Other Employees Thrown out of Work, and Working Days Lost: By Localities.*

LOCALITIES.	Number of Lockouts	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Employees Locked Out	Other Employees Thrown out of Work	Totals	
BOSTON,	1	4	31	—	31	93
LOWELL,	2	2	45	—	45	2,215
SPRINGFIELD,	1	5	32	—	32	122
Totals,	4	11	108	—	108	2,430

TABLE 8. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Localities.*

LOCALITIES.	Number of Strikes	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
The State.	98	471	7,852	14,539	22,391	322,754
BEVERLY,	1	1	50	—	50	50
BOSTON,	12	123	970	83	1,053	21,926
Bridgewater,	1	1	48	—	48	384
BROCKTON,	5	27	197	360	557	4,011
CAMBRIDGE,	2	13	128	—	128	524
CHELSEA,	2	2	108	1,070	1,178	13,824
CHICOPEE,	2	2	87	—	87	240
Clinton,	2	3	120	90	210	1,788
Fairhaven,	1	1	15	—	15	15
FALL RIVER,	3	5	378	22	400	558
FITCHBURG,	2	2	15	—	15	102
GLOUCESTER,	1	1	123	—	123	369
HAVERHILL,	2	2	24	—	24	86
HOLYOKE,	4	8	118	57	175	1,174
LAWRENCE,	2	4	183	—	183	6,622
Lenox,	1	6	18	—	18	576
LOWELL,	4	4	111	—	111	2,359
LYNN,	14	80	2,260	11,374	13,634	168,453
Marblehead,	1	1	12	6	18	36
MELROSE,	1	1	75	—	75	75
Milford,	1	1	54	146	200	8,200
Millis,	1	1	33	—	33	396
Montague,	1	1	123	17	140	10,678
Natick,	1	1	50	—	50	50
NEW BEDFORD,	2	2	28	15	43	89
NEWBURYPORT,	1	1	33	50	83	480
NORTH ADAMS,	1	1	10	—	10	30
North Andover,	1	1	48	—	48	192
Peabody,	1	1	17	—	17	17
PITTSFIELD,	5	8	60	—	60	96
QUINCY,	4	201	1,558	732	2,290	41,577
Rockport,	1	5	267	517	784	33,246
SALEM,	1	1	30	—	30	90
Spencer,	2	2	53	—	53	1,425
SPRINGFIELD,	5	45	291	—	291	2,678
Stoneham,	1	1	12	—	12	72
TAUNTON,	2	2	38	—	38	38
Watertown,	1	1	25	—	25	25
Westport,	1	1	47	—	47	188
WOBURN,	1	1	10	—	10	10
WORCESTER,	1	6	25	—	25	25

¹ Including one establishment located in Brookline employing two strikers; also one establishment and three strikers in Cambridge.

² Including four establishments and 31 strikers in Boston; also one establishment and three strikers in Malden.

TABLE 9. — *Strikes and Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKES				ESTABLISHMENTS INVOLVED IN STRIKES			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.								
Building trades,	14	82.35	3	17.65	66	86.84	10	13.16
Building and street labor,	1	20.00	4	80.00	5	55.56	4	44.44
Stone working,	7	100.00	—	—	219	100.00	—	—
Clothing.								
Boots and shoes,	11	61.11	7	38.89	76	91.57	7	8.43
Hats, caps, and furs,	2	66.67	1	33.33	3	75.00	1	25.00
Food, Liquors, and Tobacco.								
Food products,	—	—	3	100.00	—	—	3	100.00
Tobacco,	2	100.00	—	—	4	100.00	—	—
Leather and Rubber Goods.								
Leather and leather goods,	—	—	3	100.00	—	—	3	100.00
Rubber and gutta percha goods,	—	—	1	100.00	—	—	1	100.00
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures,	3	75.00	1	25.00	10	90.91	1	9.09
Printing and Allied Trades.								
Printing and publishing,	—	—	1	100.00	—	—	1	100.00
Public Employment.								
Municipal employees,	1	100.00	—	—	1	100.00	—	—
Restaurants and Retail Trade.								
Hotels and restaurants,	2	100.00	—	—	3	100.00	—	—
Textiles.								
Cotton goods,	1	12.50	7	87.50	1	12.50	7	87.50
Woolen and worsted goods,	1	25.00	3	75.00	1	25.00	3	75.00
Other textiles,	—	—	1	100.00	—	—	1	100.00
Transportation.								
Railroads,	—	—	1	100.00	—	—	1	100.00
Teaming,	4	100.00	—	—	19	100.00	—	—
Navigation,	1	100.00	—	—	1	100.00	—	—
Miscellaneous.								
Agriculture,	—	—	1	100.00	—	—	1	100.00
Chemicals,	—	—	2	100.00	—	—	2	100.00
Paper and paper goods,	1	33.33	2	66.67	1	33.33	2	66.67
Theatre and music,	2	100.00	—	—	2	100.00	—	—
All Industries,	53	56.38	41	43.62	412	89.57	48	10.43

TABLE 10.—*Strikers and Other Employees Thrown out of Work in Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKERS IN STRIKES—				OTHER EMPLOYEES THROWN OUT OF WORK BY STRIKES—			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.								
Building trades,	853	91.62	78	8.38	45	95.74	2	4.26
Building and street labor, . .	87	20.00	268	80.00	57	38.78	90	61.22
Stone working,	2,001	100.00	—	—	1,395	100.00	—	—
Clothing.								
Boots and shoes,	1,659	86.86	251	13.14	11,633	91.72	1,050	8.28
Hats, caps, and furs,	133	93.01	10	6.99	77	100.00	—	—
Food, Liquors, and Tobacco.								
Food products,	—	—	172	100.00	—	—	—	—
Tobacco,	289	100.00	—	—	—	—	—	—
Leather and Rubber Goods.								
Leather and leather goods, . .	—	—	609	100.00	—	—	70	100.00
Rubber and gutta percha goods,	—	—	25	100.00	—	—	—	—
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures, .	35	42.17	48	57.83	79	100.00	—	—
Printing and Allied Trades.								
Printing and publishing, . . .	—	—	3	100.00	—	—	—	—
Public Employment.								
Municipal employees,	11	100.00	—	—	—	—	—	—
Restaurants and Retail Trade.								
Hotels and restaurants,	22	100.00	—	—	—	—	—	—
Textiles.								
Cotton goods,	42	7.43	523	92.57	—	—	22	100.00
Woolen and worsted goods, . .	155	70.14	66	29.86	—	—	—	—
Other textiles,	—	—	8	100.00	—	—	—	—
Transportation.								
Railroads,	—	—	50	100.00	—	—	—	—
Teaming,	176	100.00	—	—	2	100.00	—	—
Navigation,	20	100.00	—	—	—	—	—	—
Miscellaneous.								
Agriculture,	—	—	8	100.00	—	—	—	—
Chemicals,	—	—	10	100.00	—	—	—	—
Paper and paper goods,	123	86.62	19	13.38	17	100.00	—	—
Theatre and music,	10	100.00	—	—	—	—	—	—
All Industries,	5,596	72.26	2,148	27.74	13,305	91.51	1,234	8.49

TABLE 11.—*Strikes and Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Localities.*

LOCALITIES.	STRIKES				ESTABLISHMENTS INVOLVED IN STRIKES			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
The State.	53	56.38	41	43.62	412	89.57	48	10.43
BEVERLY,	—	—	1	100.00	—	—	1	100.00
BOSTON,	10	90.91	1	9.09	18	94.74	1	5.26
Bridgewater,	—	—	1	100.00	—	—	1	100.00
BROCKTON,	5	100.00	—	—	27	100.00	—	—
CAMBRIDGE,	2	100.00	—	—	13	100.00	—	—
CHELSEA,	1	50.00	1	50.00	1	50.00	1	50.00
CHICOPEE,	—	—	2	100.00	—	—	2	100.00
Clinton,	1	50.00	1	50.00	2	66.67	1	33.33
Fairhaven,	—	—	1	100.00	—	—	1	100.00
FALL RIVER,	1	33.33	2	66.67	1	20.00	4	80.00
FITCHBURG,	2	100.00	—	—	2	100.00	—	—
GLOUCESTER,	—	—	1	100.00	—	—	1	100.00
HAVERHILL,	1	50.00	1	50.00	1	50.00	1	50.00
HOLYOKE,	3	75.00	1	25.00	7	87.50	1	12.50
LAWRENCE,	2	100.00	—	—	4	100.00	—	—
Lenox,	1	100.00	—	—	6	100.00	—	—
LOWELL,	—	—	2	100.00	—	—	2	100.00
LYNN,	10	71.43	4	28.57	78	95.00	4	5.00
Marblehead,	1	100.00	—	—	1	100.00	—	—
MALDEN,	—	—	1	100.00	—	—	1	100.00
Milford,	1	100.00	—	—	1	100.00	—	—
Millis,	—	—	1	100.00	—	—	1	100.00
Montague,	1	100.00	—	—	1	100.00	—	—
Natick,	—	—	1	100.00	—	—	1	100.00
NEW BEDFORD,	1	50.00	1	50.00	1	50.00	1	50.00
NEWBURYPORT,	—	—	1	100.00	—	—	1	100.00
NORTH ADAMS,	—	—	1	100.00	—	—	1	100.00
North Andover,	—	—	1	100.00	—	—	1	100.00
Peabody,	—	—	1	100.00	—	—	1	100.00
PITTSFIELD,	2	40.00	3	60.00	5	62.50	3	37.50
QUINCY,	4	100.00	—	—	201	100.00	—	—
Rockport,	1	100.00	—	—	5	100.00	—	—
SALEM,	—	—	1	100.00	—	—	1	100.00
Spencer,	—	—	2	100.00	—	—	2	100.00
SPRINGFIELD,	2	50.00	2	50.00	38	95.00	2	5.00
Stoneham,	—	—	1	100.00	—	—	1	100.00
TAUNTON,	—	—	2	100.00	—	—	2	100.00
Watertown,	—	—	1	100.00	—	—	1	100.00
Westport,	—	—	1	100.00	—	—	1	100.00
Woburn,	1	100.00	—	—	1	100.00	—	—
WORCESTER,	—	—	1	100.00	—	—	6	100.00

TABLE 12.—*Strikers and Other Employees Thrown out of Work in Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Localities.*

LOCALITIES.	STRIKERS IN STRIKES—				OTHER EMPLOYEES THROWN OUT OF WORK BY STRIKES—			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
The State.	5,596	72.26	2,148	27.74	13,305	91.51	1,234	8.49
BEVERLY,	—	—	50	100.00	—	—	—	—
BOSTON,	924	98.40	15	1.60	83	100.00	—	—
Bridgewater,	—	—	48	100.00	—	—	—	—
BROCKTON,	197	100.00	—	—	360	100.00	—	—
CAMBRIDGE,	128	100.00	—	—	—	—	—	—
CHILMARK,	6	5.56	102	94.44	70	6.54	1,000	93.46
CHICOPEE,	—	—	87	100.00	—	—	—	—
Clinton,	20	16.67	100	83.33	—	—	90	100.00
Fairhaven,	—	—	15	100.00	—	—	—	—
FALL RIVER,	42	11.11	336	88.89	—	—	22	—
FITCHBURG,	15	100.00	—	—	—	—	—	—
GLOUCESTER,	—	—	123	100.00	—	—	—	—
Haverhill,	14	58.33	10	41.67	—	—	—	—
HOLYOKE,	77	65.25	41	34.75	57	100.00	—	—
LAWRENCE,	183	100.00	—	—	—	—	—	—
Lenox,	18	100.00	—	—	—	—	—	—
LOWELL,	—	—	66	100.00	—	—	—	—
LYNN,	1,637	72.43	623	27.57	11,302	99.37	72	0.63
Marblehead,	12	100.00	—	—	6	100.00	—	—
MELROSE,	—	—	75	100.00	—	—	—	—
Milford,	—	—	—	—	146	100.00	—	—
Millis,	54	100.00	33	100.00	—	—	—	—
Montague,	123	100.00	—	—	17	100.00	—	—
Natick,	—	—	50	100.00	—	—	—	—
NEW BEDFORD,	25	89.29	3	10.71	15	100.00	—	—
NEWBURYPORT,	—	—	33	100.00	—	—	50	100.00
NORTH ADAMS,	—	—	10	100.00	—	—	—	—
North Andover,	—	—	48	100.00	—	—	—	—
Peabody,	—	—	17	100.00	—	—	—	—
PLYMOUTH,	37	61.67	23	38.33	—	—	—	—
QUINCY,	1,558	100.00	—	—	732	100.00	—	—
Rockport,	267	100.00	—	—	517	100.00	—	—
SALEM,	—	—	30	100.00	—	—	—	—
Spencer,	—	—	53	100.00	—	—	—	—
SPRINGFIELD,	249	96.14	10	3.86	—	—	—	—
Stonham,	—	—	12	100.00	—	—	—	—
TAUNTON,	—	—	38	100.00	—	—	—	—
Watertown,	—	—	25	100.00	—	—	—	—
Westport,	—	—	47	100.00	—	—	—	—
WOBURN,	10	100.00	—	—	—	—	—	—
WORCESTER,	—	—	25	100.00	—	—	—	—

TABLE 13.—*Number and Percentages of Employees of Each Sex Striking: By Industries.*

INDUSTRIES.	STRIKERS			
	MALES		FEMALES	
	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.				
Building trades,	963	100.00	—	—
Building and street labor,	835	100.00	—	—
Stone working,	2,001	100.00	—	—
Clothing.				
Boots and shoes,	1,801	94.29	109	5.71
Hats, caps, and furs,	26	18.18	117	81.82
Food, Liquors, and Tobacco.				
Food products,	203	100.00	—	—
Tobacco,	54	18.69	235	81.31
Leather and Rubber Goods.				
Leather and leather goods,	609	100.00	—	—
Rubber and gutta percha goods,	25	100.00	—	—
Metals, Machinery, and Shipbuilding.				
Iron and steel manufactures,	83	100.00	—	—
Printing and Allied Trades.				
Printing and publishing,	3	100.00	—	—
Public Employment.				
Municipal employees,	11	100.00	—	—
Restaurants and Retail Trade.				
Hotels and restaurants,	12	54.55	10	45.45
Textiles.				
Cotton goods,	298	52.74	267	47.26
Woolen and worsted goods,	248	93.23	18	6.77
Other textiles,	8	100.00	—	—
Transportation.				
Railroad,	50	100.00	—	—
Teaming,	176	100.00	—	—
Navigation,	20	100.00	—	—
Miscellaneous.				
Agriculture,	8	100.00	—	—
Chemicals,	10	100.00	—	—
Paper and paper goods,	126	88.73	16	11.27
Theatres and music,	10	100.00	—	—
All Industries,	7,080	90.17	772	9.83

TABLE 14.—*Number and Percentages of Employees of Each Sex Involved in Strikes: By Localities.*

LOCALITIES.	EMPLOYEES AFFECTED BY STRIKE			
	MALES		FEMALES	
	Number	Percent-ages	Number	Percent-ages
The State.	16,036	71.62	6,355	28.38
BEVERLY,	50	100.00	—	—
BOSTON,	719	68.28	334	31.72
BRIDGEWATER,	48	100.00	—	—
BROCKTON,	479	88.00	78	14.00
CAMBRIDGE,	128	100.00	—	—
CHELSEA,	788	68.89	390	33.11
CHICOPEE,	32	38.78	55	63.22
CLINTON,	210	100.00	—	—
Fairhaven,	15	100.00	—	—
FALL RIVER,	289	72.25	111	27.75
FITCHBURG,	15	100.00	—	—
GLOUCESTER,	123	100.00	—	—
HAVERHILL,	24	100.00	—	—
HOLYOKE,	134	76.57	41	23.43
LAWRENCE,	183	100.00	—	—
Lenox,	18	100.00	—	—
LOWELL,	81	72.97	30	27.03
LYNN,	8,495	62.31	5,139	37.69
Marblehead,	18	100.00	—	—
MELROSE,	75	100.00	—	—
Milford,	200	100.00	—	—
Millis,	33	100.00	—	—
Montague,	140	100.00	—	—
Natick,	50	100.00	—	—
NEW BEDFORD,	43	100.00	—	—
NEWBURYPORT,	33	39.76	50	60.24
NORTH ADAMS,	10	100.00	—	—
North Andover,	38	79.17	10	20.83
Peabody,	17	100.00	—	—
PITTSFIELD,	48	80.00	12	20.00
QUINCY,	2,290	100.00	—	—
Rockport,	784	100.00	—	—
SALEM,	30	100.00	—	—
Spencer,	8	15.09	45	84.91
SPRINGFIELD,	273	93.81	18	6.19
Stoneham,	—	—	12	100.00
TAUNTON,	8	21.05	30	78.95
Watertown,	25	100.00	—	—
Westport,	47	100.00	—	—
WOBURN,	10	100.00	—	—
WORCESTER,	25	100.00	—	—

TABLE 15.—*Number of Strikes, Classified by Number of Strikers and Number of Employees Affected.*

NUMBER OF STRIKERS.	Number of Strikes	TOTAL NUMBER OF EMPLOYEES AFFECTED. ¹	Number of Strikes
Less than 26,	51	Less than 26,	45
26 to 50,	20	26 to 50,	22
51 to 100,	8	51 to 100,	6
101 to 200,	11	101 to 200,	13
201 to 300,	4	201 to 300,	1
301 to 400,	1	301 to 400,	6
401 to 500,	1	501 to 700,	1
1,001 to 1,500,	2	701 to 1,000,	1
Total,	98	1,001 to 1,500,	2
		2,000 and over, ²	1
		Total,	98

¹ Includes strikers and other employees thrown out of work.² 12,460.

TABLE 16.—*Number and Percentages of Strikes Due Wholly or Partly to Specified Cause.*¹

CAUSES OR OBJECTS.	STRIKES (Total Strikes, 98)		ESTABLISHMENTS (Total Estab- lishments, 471)		STRIKES (Total Strikes, 7,858)	
	Number	Percent- ages	Number	Percent- ages	Number	Percent- ages
Wages.	53	49.07	192	26.89	2,408	22.12
<i>Wages Combined with Other Causes.</i>	7	6.48	10	1.40	604	5.66
For increase.	34	31.48	168	23.53	1,758	16.18
For increase combined with other causes.	6	5.55	8	1.12	489	4.50
Against decrease.	13	12.03	17	2.38	585	5.39
Against decrease combined with other causes.	1	0.93	2	0.28	115	1.06
System of payment.	3	2.78	3	0.42	28	0.26
Other.	3	2.78	4	0.56	32	0.29
Hours of Labor.	5	4.63	53	7.42	268	2.47
<i>Hours Combined with Other Causes.</i>	4	3.70	4	0.56	463	4.26
For decrease.	3	2.78	48	6.72	226	2.08
For decrease combined with other causes.	4	3.70	4	0.56	463	4.26
Other.	2	1.85	5	0.70	42	0.39
Employment of Particular Classes of Persons.	6	5.56	6	0.84	880	8.10
<i>Employment of Particular Classes of Persons Combined with Other Causes.</i>	1	0.93	1	0.14	8	0.07
Against employment of women instead of men.	1	0.93	1	0.14	18	0.17
For reinstatement of discharged employee.	2	1.85	2	0.28	23	0.21
For reinstatement of discharged employee combined with other causes.	1	0.93	1	0.14	8	0.07
Against employment of certain officials.	2	1.85	2	0.28	540	4.97
Other.	1	0.93	1	0.14	299	2.75
Working Conditions.	12	11.11	12	1.68	623	5.73
<i>Working Conditions Combined with Other Causes.</i>	1	0.93	2	0.28	115	1.06
For change in existing arrangements.	4	3.70	4	0.56	186	1.71
For change combined with other causes.	1	0.93	2	0.28	115	1.06
Against change in existing arrangements.	7	6.48	7	0.98	431	3.97
Other.	1	0.93	1	0.14	6	0.05
Trade Unionism.	11	10.19	14	1.96	476	4.38
<i>Trade Unionism Combined with Other Causes.</i>	5	4.63	562	49.30	3,537	32.56
For union shop.	7	6.48	7	0.98	401	3.69
For union shop combined with other causes.	2	1.85	117	16.39	1,297	11.94
Recognition of union.	2	1.85	5	0.70	63	0.58
Apprentice rules.	1	0.93	1	0.14	3	0.03
Apprentice rules combined with other causes.	2	1.85	119	16.67	1,129	10.39
Other union rules.	1	0.93	1	0.14	9	0.08
Other union rules combined with other causes.	1	0.93	116	16.24	1,111	10.23
Sympathy.	3	2.78	68	9.53	1,487	13.69

¹ The totals printed in italics in the box headings are the actual totals obtained by counting each strike, striker, and establishment but once. For an explanation of the method of computing the percentages in this table see page 34.

TABLE 17. — *Number and Percentages of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.				
<i>Building Trades,</i>	86	100.00	1,563	100.00
For increase in wages,	31	36.05	185	13.67
For increase in wages combined with other causes,	4	4.65	204	15.08
Against reduction in wages,	1	1.16	6	0.44
For reduction in hours of labor,	40	46.52	209	15.45
For reduction in hours combined with other causes,	1	1.16	186	13.75
For change in working conditions,	1	1.16	8	0.59
Closed shop,	3	3.49	348	25.72
Closed shop combined with other causes,	1	1.16	186	13.75
Apprentice rules,	1	1.16	3	0.22
Apprentice rules combined with other causes,	3	3.49	18	1.33
<i>Building and Street Labor,</i>	11	100.00	558	100.00
For increase in wages,	2	18.18	45	8.06
For increase in wages combined with other causes,	2	18.18	223	39.97
Against decrease in wages,	5	45.46	67	12.00
For reduction in hours combined with other causes,	2	18.18	223	39.97
<i>Stone Working,</i>	452	100.00	4,277	100.00
For increase in wages,	102	22.58	836	19.54
For increase in wages combined with other causes,	1	0.22	54	1.26
For reduction in hours combined with other causes,	1	0.22	54	1.26
Closed shop combined with other causes,	116	25.66	1,111	25.98
Apprentice rules combined with other causes,	116	25.66	1,111	25.98
Other union rules combined,	116	25.66	1,111	25.98
Clothing.				
<i>Boots and Shoes,</i>	84	100.00	1,918	100.00
For increase in wages,	7	8.34	229	11.94
For increase in wages combined with other causes,	1	1.19	8	0.42
Against reduction in wages,	1	1.19	33	1.72
Other wage causes,	1	1.19	14	0.73
Against employment of women instead of men,	1	1.19	18	0.94
For reinstatement of discharged employees,	1	1.19	3	0.15
For reinstatement combined with other causes,	1	1.19	8	0.42
Against change in working conditions,	2	2.38	107	5.58
Closed shop,	2	2.38	23	1.20
For recognition of union,	1	1.19	33	1.72
Sympathy,	66	78.57	1,442	75.18
<i>Hats, Caps, and Furs,</i>	6	100.00	258	100.00
For increase in wages,	1	16.67	10	3.88
Against reduction in wages combined with other causes,	2	33.33	115	44.57
For change in working conditions combined with other causes,	2	33.33	115	44.57
Closed shop,	1	16.67	18	6.98
Food, Liquors, and Tobacco.				
<i>Food Products,</i>	7	100.00	203	100.00
For increase in wages,	3	42.86	172	84.73
Reduction of hours of labor,	4	57.14	31	15.27
<i>Tobacco,</i>	4	100.00	289	100.00
For increase in wages,	3	75.00	72	24.91
Against change in working conditions,	1	25.00	217	75.09
Leather and Rubber Goods.				
<i>Leather,</i>	3	100.00	609	100.00
Against reduction in wages,	1	33.34	15	2.48
Against employment of certain officials,	1	33.33	490	80.48
For change in working conditions,	1	33.33	104	17.08
<i>Rubber,</i>	1	100.00	25	100.00
Against change in working conditions,	1	100.00	25	100.00

TABLE 17. — *Number and Percentages of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries — Concluded.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Metals, Machinery, and Shipbuilding.				
<i>Iron and Steel Manufactures,</i>	11	100.00	83	100.00
System of payment,	1	9.09	6	7.23
For reduction in hours of labor,	8	72.73	17	20.48
For change in working conditions,	1	9.09	48	57.83
Closed shop,	1	9.09	12	14.46
Printing and Allied Trades.				
<i>Printing,</i>	1	100.00	3	100.00
Against reduction in wages,	1	100.00	3	100.00
Public Employment.				
<i>Municipal Employees,</i>	1	100.00	11	100.00
Hours — other,	1	100.00	11	100.00
Restaurants and Retail Trade.				
<i>Restaurants,</i>	3	100.00	22	100.00
Wages — other,	2	66.67	13	59.09
Union rules — other,	1	33.33	9	40.91
Textiles.				
<i>Cotton Goods,</i>	8	100.00	585	100.00
Against reduction in wages,	3	37.50	153	27.08
System of payment,	1	12.50	15	2.66
Against discharge of overseer,	1	12.50	299	52.92
For change in working conditions,	1	12.50	26	4.60
Against change in working conditions,	2	25.00	72	12.74
<i>Woolen and Worsted Goods,</i>	6	100.00	266	100.00
For increase in wages,	1	16.67	48	18.04
Against reduction in wages,	2	33.33	163	61.28
Against change in working conditions,	1	16.67	10	3.76
Sympathy,	2	33.33	45	16.92
<i>Other Textiles,</i>	1	100.00	8	100.00
For increase in wages,	1	100.00	8	100.00
Transportation.				
<i>Railroads,</i>	1	100.00	50	100.00
Against employment of certain officials,	1	100.00	50	100.00
<i>Teaming,</i>	19	100.00	178	100.00
For increase in wages,	14	73.69	136	77.27
Against reduction in wages,	1	5.26	10	5.68
Recognition of union,	4	21.05	30	17.05
<i>Navigation,</i>	1	100.00	20	100.00
For reinstatement of discharged employees,	1	100.00	20	100.00
Miscellaneous.				
<i>Agriculture,</i>	1	100.00	8	100.00
For increase in wages,	1	100.00	8	100.00
<i>Chemicals,</i>	2	100.00	10	100.00
For increase in wages,	1	50.00	4	40.00
Against imposition of fines for damaged work,	1	50.00	6	60.00
<i>Paper and Paper Goods,</i>	3	100.00	142	100.00
Against reduction in wages,	2	66.67	135	95.07
System of payment,	1	33.33	7	4.93
<i>Theatres and Music,</i>	2	100.00	10	100.00
For increase in wages,	1	50.00	5	50.00
Wages — other,	1	50.00	5	50.00

TABLE 18. — *Number of Strikers by Sex and Number of Working Days Lost in Strikes Due Wholly or Partly to Specified Cause, Ordered by Labor Organizations and not so Ordered.*

CAUSES.	ORDERED BY LABOR ORGANIZATIONS				NOT ORDERED BY LABOR ORGANIZATIONS			
	Working Days Lost by Strikers	STRIKERS			Working Days Lost by Strikers	STRIKERS		
		Males (Total, 6,810)	Females (Total, 386)	Both Sexes (Total, 8,596)		Males (Total, 1,768)	Females (Total, 386)	Both Sexes (Total, 2,148)
Wages.								
For increase,	30,252	1,206	18	1,224	3,762	439	95	534
For increase combined with other causes,	2,941	258	—	258	1,489	231	—	231
Against decrease,	16,268	361	—	361	1,164	107	117	224
Against decrease combined with other causes,	1,265	—	115	115	—	—	—	—
System of payment,	84	6	—	6	175	3	19	22
Other,	217	23	9	32	—	—	—	—
Hours of Labor.								
For decrease,	1,734	194	—	194	—	—	—	—
For decrease combined with other causes,	2,761	240	—	240	1,369	223	—	223
Other,	11	11	—	11	—	—	—	—
Employment of Particular Classes of Persons.								
Against employment of women instead of men,	36	15	3	18	—	—	—	—
For reinstatement of discharged employee,	1,093	23	—	23	—	—	—	—
For reinstatement of discharged employee combined with other causes,	—	—	—	—	120	8	—	8
Against employment of certain officials,	—	—	—	—	4,920	540	—	540
Other,	—	—	—	—	299	188	111	299
Working Conditions.								
For change in existing arrangements,	24	8	—	8	852	164	14	178
For change combined with other causes,	1,265	—	115	115	—	—	—	—
Against change in existing arrangements,	18,518	134	232	366	85	35	30	65
Other,	—	—	—	—	36	6	—	6
Trade Unionism.								
For union shop,	793	383	2	385	16	16	—	16
For union shop combined with other causes,	16,106	1,297	—	1,297	—	—	—	—
Recognition of union,	59	30	—	30	330	33	—	33
Apprentice rules,	30	3	—	3	—	—	—	—
Apprentice rules combined with other causes,	15,739	1,129	—	1,129	—	—	—	—
Other union rules,	9	8	1	9	—	—	—	—
Other union rules combined with other causes,	15,559	1,111	—	1,111	—	—	—	—
Sympathy.								
	17,954	1,436	6	1,442	—	—	—	—

TABLE 19. — *Establishments, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Duration in Working Days.*

DURATION IN WORKING DAYS.	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
		Strikers	Thrown out of Work	Totals	
1 day,	38	1,177	24	1,201	1,201
2 days,	14	125	355	480	635
3 days,	28	406	63	469	1,407
3½ days,	1	104	—	104	364
4 days,	27	333	—	333	1,333
5 days,	6	59	33	92	460
6 days (1 week),	13	261	27	288	1,159
7 days,	2	5	—	5	35
8 days,	7	53	—	53	424
9 days,	12	43	233	276	2,284
10 days,	12	263	911	1,174	11,037
11 days,	6	154	289	443	4,831
12 days (2 weeks),	47	1,069	6,769	7,838	92,867
13 days,	36	207	436	643	8,168
14 days,	134	1,341	2,120	3,461	47,293
15 days,	4	116	1,001	1,116	13,740
16 days,	2	66	—	66	1,011
17 days,	1	6	—	6	102
18 days (3 weeks),	5	520	79	599	6,814
19 days,	3	25	28	53	877
20 days,	4	68	928	996	19,281
21 days,	2	2	5	7	57
22 days,	1	2	—	2	44
23 days,	39	163	191	354	6,524
24 days (4 weeks),	2	6	—	6	144
25 days,	1	14	—	14	229
27 days,	1	92	249	341	4,520
29 days,	1	45	—	45	1,305
36 days (6 weeks),	3	19	6	25	900
38 days,	1	12	5	17	646
41 days,	1	54	146	200	8,200
42 days (7 weeks),	4	213	24	237	9,954
43 days,	1	50	—	50	2,150
44 days,	4	217	517	734	31,096
45 days,	3	67	24	91	3,639
46 days,	2	9	13	22	1,030
48 days (8 weeks),	2	5	—	5	240
49 days,	4	78	29	107	4,988
50 days,	2	4	17	21	404
51 days,	1	5	—	5	255
54 days (9 weeks),	1	20	—	20	1,080
63 days,	1	35	—	35	2,205
77 days,	1	123	17	140	10,678
79 days,	1	217	—	217	17,143
Totals,	471	7,852	14,539	22,391	322,754

TABLE 20.—Duration of Strikes, Number and Percentages of Establishments Closed, and Average Days Closed: By Industries.

INDUSTRIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentage of Establishments in which Strikes Occurred		
Building and Stone Working.							
Building trades,	81	707	8.7	5	6.17	12	2.4
Building and street labor,	9	32	3.6	7	77.78	26	3.7
Stone working,	219	3,842	17.5	39	17.81	712	18.3
Clothing.							
Boots and shoes,	83	956	11.5	41	49.40	253	6.2
Hats, caps, and furs,	4	36	9.0	2	50.00	22	11.0
Food, Liquors, and Tobacco.							
Food products,	7	18	2.6	—	—	—	—
Tobacco,	4	107	26.8	3	75.00	28	9.3
Leather and Rubber Goods.							
Leather and leather goods,	3	26½	8.8	—	—	—	—
Rubber and gutta percha goods, . .	1	1	1.0	—	—	—	—
Metals, Machinery, and Ship-building.							
Iron and steel manufactures, . . .	11	99	9.0	2	18.18	9½	4.8
Printing and Allied Trades.							
Printing and publishing,	1	3	3.0	—	—	—	—
Public Employment.							
Municipal employees,	1	1	1.0	—	—	—	—
Restaurants and Retail Trade.							
Hotels and restaurants,	3	15	5.0	1	33.33	12	12.0
Textiles.							
Cotton goods,	8	36	4.5	—	—	—	—
Woolen and worsted goods,	6	114	19.0	—	—	—	—
Other textiles,	1	1	1.0	—	—	—	—
Transportation.							
Railroads,	1	1	1.0	—	—	—	—
Teaming,	19	295	15.5	3	15.79	14½	4.8
Navigation,	1	54	54.0	1	100.00	1	1.0
Miscellaneous.							
Agriculture,	1	1	1.0	—	—	—	—
Chemicals,	2	8	4.0	—	—	—	—
Paper and paper goods,	3	84	28.0	1	33.33	71	71.0
Theatres and music,	2	62	31.0	—	—	—	—
All Industries,	471	6,499½	13.8	105	22.29	1,161	11.1

TABLE 21.—Duration of Strikes, Number and Percentages of Establishments Closed, and Average Days Closed: By Localities.

LOCALITIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKES		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentages of Establishments in which Strikes Occurred		
The State.	471	6,499½	13.8	105	22.29	1,161	11.1
BEVERLY,	1	1	1.0	—	—	—	—
BOSTON,	23	276	12.0	6	26.09	29	4.8
Bridgewater,	1	8	8.0	1	100.00	8	8.0
BROCKTON,	27	440	16.3	3	11.11	12	4.0
CAMBRIDGE,	13	54	4.2	1	7.69	6	6.0
CHELSEA,	2	29	14.5	1	50.00	12	12.0
CHICOPPEE,	2	14	7.0	—	—	—	—
Clinton,	3	16	5.3	2	66.67	10	5.0
Fairhaven,	1	1	1.0	—	—	—	—
FALL RIVER,	5	13	2.6	—	—	—	—
FITCHBURG,	2	16	8.0	—	—	—	—
GLOUCESTER,	1	3	3.0	1	100.00	3	3.0
HAVERHILL,	2	5	2.5	—	—	—	—
HOLYOKE,	8	89	11.1	5	62.50	15	3.0
LAWRENCE,	4	54	13.5	—	—	—	—
Lenox,	6	201	33.5	—	—	—	—
LOWELL,	4	69	17.3	—	—	—	—
LYNN,	80	903½	11.3	41	51.25	253	6.2
Marblehead,	1	2	2.0	—	—	—	—
MELROSE,	1	1	1.0	—	—	—	—
Milford,	1	41	41.0	1	100.00	41	41.0
Millis,	1	12	12.0	—	—	—	—
Montague,	1	77	77.0	1	100.00	71	71.0
Natick,	1	1	1.0	—	—	—	—
NEW BEDFORD,	2	5	2.5	—	—	—	—
NEWBURYPORT,	1	10	10.0	—	—	—	—
NORTH ADAMS,	1	3	3.0	—	—	—	—
North Andover,	1	4	4.0	—	—	—	—
Peabody,	1	1	1.0	—	—	—	—
PITTSFIELD,	8	13	1.6	1	12.50	2	2.0
QUINCY,	201	3,534	17.6	34	16.92	504	14.8
Rockport,	5	219	43.8	4	80.00	167	41.8
SALEM,	1	3	3.0	—	—	—	—
Spencer,	2	44	22.0	—	—	—	—
SPRINGFIELD,	45	317	7.0	3	7.50	28	9.3
Stoneham,	1	6	6.0	—	—	—	—
TAUNTON,	2	2	1.0	—	—	—	—
Watertown,	1	1	1.0	—	—	—	—
Westport,	1	4	4.0	—	—	—	—
Woburn,	1	1	1.0	—	—	—	—
WORCESTER,	6	6	1.0	—	—	—	—

TABLE 22. — *Number of Strikes and Establishments Involved in Strikes, Ordered by Labor Organizations and not so Ordered: By Duration.*

DURATION.	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		TOTAL	
	Establish- ments	Strikers	Establish- ments	Strikers	Establish- ments	Strikers
From 1 to 6 days,	80	1,172	37	1,220	117	2,392
From 7 to 12 days,	70	1,319	6	268	76	1,587
From 13 to 18 days,	178	1,640	4	615	182	2,255
From 19 to 24 days,	51	266	—	—	51	266
From 25 to 30 days,	2	106	1	45	3	151
From 31 to 36 days,	3	19	—	—	3	19
From 37 to 42 days,	6	279	—	—	6	279
From 43 to 48 days,	12	343	—	—	12	343
From 49 to 54 days,	8	107	—	—	8	107
From 75 to 78 days,	1	123	—	—	1	123
From 79 to 84 days,	1	217	—	—	1	217
Totals,	412	5,596	48	2,148	460	7,744

TABLE 23. — *Percentages of Establishments Involved in Strikes: By Duration and the Number of Strikers.*

NUMBER OF STRIKERS.	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES LASTED —						
	1 to 6 Days	7 to 12 Days	13 to 18 Days	19 to 24 Days	25 to 48 Days	49 to 78 Days	Totals
Less than 10,	25.09	11.66	44.52	15.20	2.47	1.06	100.00
11 to 25,	25.64	17.09	41.88	5.13	6.84	3.42	100.00
26 to 50,	39.58	37.60	6.25	2.08	10.42	4.17	100.00
51 to 100,	16.67	41.66	16.67	8.33	16.67	—	100.00
101 to 200,	42.85	—	14.29	—	28.57	14.29	100.00
201 to 500,	50.00	—	25.00	—	—	25.00	100.00

TABLE 24. — *Strikes, Establishments, Strikers, Employees Thrown out of Work, and Working Days Lost in Strikes, which Began during Specified Months.*

MONTHS.	Number of Strikes	Number of Establish- ments	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Thrown out of Work	Total	
January, 1908,	4	16	190	4	194	5,081
February, 1908,	9	9	577	—	577	1,928
March, 1908,	16	69	832	744	1,576	51,739
April, 1908,	16	108	939	440	1,379	33,828
May, 1908,	14	157	1,402	353	1,755	21,278
June, 1908,	7	9	187	325	512	2,042
July, 1908,	6	7	266	182	448	3,938
August, 1908,	8	8	412	23	435	12,921
September, 1908,	4	4	274	258	532	11,117
October, 1908,	5	72	1,587	12,033	13,620	170,425
November, 1908,	7	10	510	107	617	1,780
December, 1908,	2	2	676	70	746	6,677
Totals,	98	471	7,852	14,539	22,391	322,754

TABLE 25. — *Results of Strikes: By Industries.*

INDUSTRIES.	TOTAL NUMBER OF		PERCENTAGES					
			SUCCEEDED		PARTLY SUCCEEDED		FAILED	
	Estab- lishments	Strikers	Estab- lishments	Strikers	Estab- lishments	Strikers	Estab- lishments	Strikers
Building and Stone Working.								
Building trades,	81	963	20.99	46.62	1.23	2.60	77.78	50.78
Building and street labor,	9	335	55.56	20.00	22.22	66.67	22.22	13.43
Stone working,	219	2,001	14.15	6.80	62.56	84.01	23.29	9.19
Clothing.								
Boots and shoes,	83	1,910	84.34	82.72	4.82	3.14	10.84	14.14
Hats, caps, and furs,	4	143	—	—	50.00	80.42	50.00	19.58
Food, Liquors, and Tobacco.								
Food products,	7	203	14.29	23.15	—	—	85.71	76.85
Tobacco,	4	289	—	—	75.00	24.91	25.00	75.09
Leather and Rubber Goods.								
Leather and leather goods,	3	609	33.33	17.08	—	—	66.67	82.92
Rubber and gutta percha goods,	1	25	—	—	—	—	100.00	100.00
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures,	11	83	36.36	25.30	—	—	63.64	74.70
Printing and Allied Trades.								
Printing and publishing,	1	3	—	—	—	—	100.00	100.00
Public Employment.								
Municipal employees,	1	11	—	—	—	—	100.00	100.00
Restaurants and Retail Trade.								
Hotels and restaurants,	3	22	33.34	40.91	33.33	22.73	33.33	36.36
Textiles.								
Cotton goods,	8	565	—	—	12.50	7.26	87.50	92.74
Woolen and worsted goods,	6	266	—	—	—	—	100.00	100.00
Other textiles,	1	8	—	—	—	—	100.00	100.00
Transportation.								
Railroads,	1	50	—	—	—	—	100.00	100.00
Teaming,	19	176	5.26	3.98	68.42	73.29	26.32	22.73
Navigation,	1	20	—	—	—	—	100.00	100.00
Miscellaneous.								
Agriculture,	1	8	—	—	—	—	100.00	100.00
Chemicals,	2	10	—	—	—	—	100.00	100.00
Paper and paper goods,	3	142	—	—	—	—	100.00	100.00
Theatres and music,	2	10	—	—	50.00	50.00	50.00	50.00
All Industries,	471	7,852	27.81	30.82	35.03	30.01	37.16	39.17

TABLE 26. — *Results of Strikes : By Localities.*

LOCALITIES.	TOTAL NUMBER OF —		PERCENTAGES					
			SUCCEEDED		PARTLY SUCCEEDED		FAILED	
	Estab- lishments	Strikers	Estab- lishments	Strikers	Estab- lishments	Strikers	Estab- lishments	Strikers
The State.	471	7,882	27.81	30.82	35.03	30.01	37.16	39.17
BEVERLY,	1	50	—	—	—	—	100.00	100.00
BOSTON,	23	970	21.74	34.95	8.69	11.85	69.57	53.20
Bridgewater,	1	48	—	—	—	—	100.00	100.00
BROOKTON,	27	197	7.41	15.23	48.15	65.48	44.44	19.29
CAMBRIDGE,	13	128	7.69	4.69	—	—	92.31	95.31
CHELSEA,	2	108	—	—	—	—	100.00	100.00
CHICOPEE,	2	87	—	—	—	—	100.00	100.00
Clinton,	3	120	66.67	16.67	33.33	83.33	—	—
Fairhaven,	1	15	—	—	—	—	100.00	100.00
FALL RIVER,	5	378	60.00	9.79	—	—	40.00	90.21
FITCHBURG,	2	15	—	—	—	—	100.00	100.00
GLOUCESTER,	1	123	—	—	100.00	100.00	—	—
HAVERHILL,	2	24	—	—	—	—	100.00	100.00
HOLYOKE,	8	118	62.50	56.78	25.00	38.98	12.50	4.24
LAWRENCE,	4	183	—	—	—	—	100.00	100.00
LENOX,	6	18	16.67	22.22	—	—	83.33	77.78
LOWELL,	4	111	—	—	—	—	100.00	100.00
LYNN,	80	2,260	90.00	74.82	3.75	1.99	6.25	23.19
Marblehead,	1	12	—	—	100.00	100.00	—	—
Melrose,	1	75	—	—	—	—	100.00	100.00
Milford,	1	54	—	—	100.00	100.00	—	—
Millis,	1	33	—	—	—	—	100.00	100.00
Montague,	1	123	—	—	—	—	100.00	100.00
Natick,	1	50	—	—	—	—	100.00	100.00
NEW BEDFORD,	2	28	—	—	50.00	89.29	50.00	10.71
NEWBURYPORT,	1	33	—	—	—	—	100.00	100.00
NORTH ADAMS,	1	10	—	—	—	—	100.00	100.00
North Andover,	1	48	—	—	—	—	100.00	100.00
Peabody,	1	17	—	—	—	—	100.00	100.00
PITTSFIELD,	8	60	12.50	11.67	—	—	87.50	88.33
QUINCY,	201	1,558	15.42	8.73	65.18	87.29	19.40	3.98
Rockport,	5	267	—	—	100.00	100.00	—	—
SALEM,	1	30	—	—	—	—	100.00	100.00
Spencer,	2	53	—	—	50.00	15.09	50.00	84.91
SPRINGFIELD,	45	291	15.55	12.37	6.67	24.74	77.78	62.89
Stoneham,	1	12	—	—	—	—	100.00	100.00
TAUNTON,	2	38	—	—	—	—	100.00	100.00
Watertown,	1	25	—	—	—	—	100.00	100.00
Westport,	1	47	100.00	100.00	—	—	—	—
WOBURN,	1	10	—	—	—	—	100.00	100.00
WORCESTER,	6	25	—	—	—	—	100.00	100.00

TABLE 27. — *Results of Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF ESTAB- LISHMENTS IN WHICH STRIKES —			PERCENTAGES OF ESTAB- LISHMENTS IN WHICH STRIKES —		
	Succeeded	Partly Succeeded	Failed	Succeeded	Partly Succeeded	Failed
Building and Stone Working.						
Building trades,	19.70	1.51	78.79	40.00	—	60.00
Building and street labor,	100.00	—	—	—	50.00	50.00
Stone working,	14.15	62.56	23.29	—	—	—
Clothing.						
Boots and shoes,	92.10	3.95	3.95	—	14.29	85.71
Hats, caps, and furs,	—	66.67	33.33	—	—	100.00
Food, Liquors, and Tobacco.						
Food products,	—	—	—	33.33	—	66.67
Tobacco,	—	75.00	25.00	—	—	—
Leather and Rubber Goods.						
Leather and leather goods,	—	—	—	33.33	—	66.67
Rubber and gutta percha goods,	—	—	—	—	—	100.00
Metals, Machinery, and Shipbuilding.						
Iron and steel manufactures,	40.00	—	60.00	—	—	100.00
Printing and Allied Trades.						
Printing and publishing,	—	—	—	—	—	100.00
Public Employment.						
Municipal employees,	—	—	100.00	—	—	—
Restaurants and Retail Trade.						
Hotels and restaurants,	33.34	33.33	33.33	—	—	—
Textiles.						
Cotton goods,	—	—	100.00	—	14.29	85.71
Woolen and worsted goods,	—	—	100.00	—	—	100.00
Other textiles,	—	—	—	—	—	100.00
Transportation.						
Railroads,	—	—	—	—	—	100.00
Teaming,	5.26	68.42	26.32	—	—	—
Navigation,	—	—	100.00	—	—	—
Miscellaneous						
Agriculture,	—	—	—	—	—	100.00
Chemicals,	—	—	—	—	—	100.00
Paper and paper goods,	—	—	100.00	—	—	100.00
Theatres and music,	—	50.00	50.00	—	—	—
All Industries,	30.34	39.08	30.58	12.50	8.33	79.17

TABLE 28. — *Results Obtained by Strikers in Strikes Ordered by Labor Organizations and Not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF STRIKERS WHO—			PERCENTAGES OF STRIKERS WHO—		
	Succeeded	Partly Succeeded	Failed	Succeeded	Partly Succeeded	Failed
Building and Stone Working.						
Building trades,	46.42	2.93	50.65	67.95	—	32.05
Building and street labor,	100.00	—	—	—	83.21	16.79
Stone working,	6.80	84.01	9.19	—	—	—
Clothing.						
Boots and shoes,	95.24	3.13	1.63	—	3.19	96.81
Hats, caps, and furs,	—	86.47	13.53	—	—	100.00
Food, Liquors, and Tobacco.						
Food products,	—	—	—	27.33	—	72.67
Tobacco,	—	24.91	75.09	—	—	—
Leather and Rubber Goods.						
Leather and leather goods,	—	—	—	17.08	—	82.92
Rubber and gutta percha goods,	—	—	—	—	—	100.00
Metals, Machinery, and Shipbuilding.						
Iron and steel manufactures,	60.00	—	40.00	—	—	100.00
Printing and Allied Trades.						
Printing and publishing,	—	—	—	—	—	100.00
Public Employment.						
Municipal employees,	—	—	100.00	—	—	—
Restaurants and Retail Trade.						
Hotels and restaurants,	40.91	22.73	36.36	—	—	—
Textiles.						
Cotton goods,	—	—	100.00	—	7.84	92.16
Woolen and worsted goods,	—	—	100.00	—	—	100.00
Other textiles,	—	—	—	—	—	100.00
Transportation.						
Railroads,	—	—	—	—	—	100.00
Teaming,	3.98	73.29	22.73	—	—	—
Navigation,	—	—	100.00	—	—	—
Miscellaneous.						
Agriculture,	—	—	—	—	—	100.00
Chemicals,	—	—	—	—	—	100.00
Paper and paper goods,	—	—	100.00	—	—	100.00
Theatres and music,	—	50.00	50.00	—	—	—
All Industries,	39.60	37.24	23.16	9.50	12.66	77.84

TABLE 29. — *Results of Strikes Due*

[NOTE. — For explanation of this table see text statement, page 34. The totals entered in the

	CAUSES.	Number of Strikes (Total Strikes, 88)	Number of Establishments (Total Establish- ments, 471)
	Wages.		
1	For increase,	34	168
2	For increase combined with other causes,	6	8
3	Against decrease,	13	17
4	Against decrease combined with other causes,	1	2
5	System of payment,	3	3
6	Other,	3	4
	Hours of Labor.		
7	For decrease,	3	48
8	For decrease combined with other causes,	4	4
9	Other,	2	5
	Employment of Particular Classes of Persons.		
10	Against employment of women instead of men,	1	1
11	For reinstatement of discharged employee,	2	2
12	For reinstatement of discharged employee combined with other causes,	1	1
13	Against employment of certain officials,	2	2
14	Other,	1	1
	Working Conditions.		
15	For change in existing arrangements,	4	4
16	For change combined with other causes,	1	2
17	Against change in existing arrangements,	7	7
18	Other,	1	1
	Trade Unionism.		
19	For union shop,	7	7
20	For union shop combined with other causes,	2	117
21	Recognition of union,	2	5
22	Apprentice rules,	1	1
23	Apprentice rules combined with other causes,	2	119
24	Other union rules,	1	1
25	Other union rules combined with other causes,	1	116
26	Sympathy.	3	68

Wholly or Partly to Specified Cause.

box headings are those obtained by counting each strike, striker, and establishment but once.]

PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —			Number of Strikers (Total Strikers, 7,858)	PERCENTAGES OF STRIKERS WHO —			
Succeeded	Partly Succeeded	Failed		Succeeded	Partly Succeeded	Failed	
23.21	24.41	52.38	1,758	14.28	45.45	40.27	1
—	50.00	50.00	489	—	58.28	41.72	2
35.30	5.88	58.82	585	12.48	7.01	80.51	3
—	100.00	—	115	—	100.00	—	4
—	—	100.00	28	—	—	100.00	5
—	25.00	75.00	32	—	15.62	84.38	6
20.83	—	79.17	226	19.91	—	80.09	7
—	75.00	25.00	463	—	59.83	40.17	8
—	—	100.00	42	—	—	100.00	9
100.00	—	—	18	100.00	—	—	10
—	—	100.00	23	—	—	100.00	11
—	100.00	—	8	—	100.00	—	12
—	—	100.00	540	—	—	100.00	13
—	—	100.00	299	—	—	100.00	14
50.00	—	50.00	186	60.22	—	39.78	15
—	100.00	—	115	—	100.00	—	16
28.57	—	71.43	431	24.83	—	75.17	17
—	—	100.00	6	—	—	100.00	18
57.14	—	42.86	401	90.52	—	9.48	19
—	99.15	0.85	1,297	—	85.66	14.34	20
—	—	100.00	63	—	—	100.00	21
—	—	100.00	3	—	—	100.00	22
—	97.48	2.52	1,129	—	98.41	1.59	23
100.00	—	—	9	100.00	—	—	24
—	100.00	—	1,111	—	100.00	—	25
97.06	—	2.94	1,487	96.97	—	3.03	26

TABLE 30. — *Results of Strikes: By Number of Strikers.*

NUMBER OF STRIKERS.	Total Number of Estab- lishments	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES WERE —			
		Successful	Partly Successful	Successful and Partly Successful	Unsuccessful
Less than 26,	400	26.75	37.25	64.00	36.00
26 to 50,	48	33.33	20.84	54.17	45.83
51 to 100,	12	50.00	33.33	83.33	16.67
101 to 200,	7	14.29	28.57	42.86	57.14
201 to 500,	4	25.00	—	25.00	75.00
Totals,	471	27.81	35.03	62.84	37.16

TABLE 31. — *Results of Strikes Ordered by Labor Organizations and not so Ordered:
By Number of Strikers.*

NUMBER OF STRIKERS.	NUMBER OF ESTABLISHMENTS		PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES WERE —					
	Ordered	Not Ordered	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
			Suc- cessful	Partly Suc- cessful	Unsuc- cessful	Suc- cessful	Partly Suc- cessful	Unsuc- cessful
Less than 10,	245	15	26.12	32.65	41.23	13.33	6.67	80.00
10 to 29,	136	13	31.62	53.68	14.70	15.38	—	84.62
30 to 49,	13	10	69.23	23.08	7.69	10.00	10.00	80.00
50 to 99,	12	4	66.67	33.33	—	—	—	100.00
100 to 200,	4	4	—	25.00	75.00	25.00	50.00	25.00
201 to 500,	2	2	50.00	—	50.00	—	—	100.00
Totals,	412	48	30.34	39.08	30.58	12.50	8.33	79.17

TABLE 32. — *Results of Lockouts: By Causes.*

CAUSES.	NUMBER OF —		SUCCESSFUL		PARTLY SUCCESSFUL		FAILED	
	Estab- lishments in which Lockouts Occurred	Em- ployees Locked out	NUMBER OF —		NUMBER OF —		NUMBER OF —	
			Estab- lish- ments	Em- ployees Locked out	Estab- lish- ments	Em- ployees Locked out	Estab- lish- ments	Em- ployees Locked out
Hours of Labor.								
Against demand for reduc- tion of hours,	5	32	5	32	—	—	—	—
To enforce uniform regula- tion of hours,	4	31	4	31	—	—	—	—
Sympathy.								
Against refusal of employees to perform certain work for establishment in which strike was pending,	2	45	2	45	—	—	—	—
Totals,	11	108	11	108	—	—	—	—

TABLE 33. — *Results of Strikes: By Duration.*

DURATION IN WORKING DAYS.	NUMBER OF —					
	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —
	Succeeded		Partly Succeeded		Failed	
1 day.	5	363	1	16	32	798
2 days.	4	43	3	42	7	40
3 days.	11	130	1	123	16	153
3½ days.	1	104	—	—	—	—
4 days.	2	61	2	9	23	263
5 days.	—	—	1	24	5	35
6 days (1 week).	3	9	—	—	10	252
7 days.	—	—	—	—	2	5
8 days.	—	—	1	5	1	48
9 days.	5	38	—	—	2	5
10 days.	5	96	1	100	6	67
11 days.	3	34	2	115	1	5
12 days (2 weeks).	43	984	1	41	3	44
13 days.	33	173	—	—	3	34
14 days.	10	209	114	1,106	10	26
15 days.	—	—	3	13	1	102
16 days.	—	—	1	61	1	5
17 days.	—	—	—	—	1	6
18 days (3 weeks).	2	5	1	13	2	502
19 days.	1	12	—	—	2	13
20 days.	1	64	—	—	3	4
21 days.	—	—	—	—	2	2
22 days.	—	—	—	—	1	2
23 days.	—	—	12	126	27	37
24 days (4 weeks).	—	—	—	—	2	6
25 days.	—	—	—	—	1	14
27 days.	1	92	—	—	—	—
29 days.	—	—	—	—	1	45
36 days (6 weeks).	—	—	1	12	2	7
38 days.	—	—	1	12	—	—
41 days.	—	—	1	54	—	—
42 days (7 weeks).	—	—	3	58	1	155
43 days.	—	—	1	50	—	—
44 days.	—	—	4	217	—	—
45 days.	—	—	3	67	—	—
46 days.	—	—	2	9	—	—
48 days (8 weeks).	—	—	—	—	2	5
49 days.	—	—	4	78	—	—
50 days.	1	3	—	—	1	1
51 days.	—	—	1	5	—	—
54 days (9 weeks).	—	—	—	—	1	20
63 days.	—	—	—	—	1	35
77 days.	—	—	—	—	1	123
79 days.	—	—	—	—	1	217
Totals,	181	2,420	165	2,356	175	3,076

TABLE 34. — *Results of Single and*

	INDUSTRIES.	NUMBER OF ESTABLISHMENTS IN WHICH STRIKES INVOLVED		ESTABLISHMENTS			
				SUCCEEDED			
		One Establish- ment	More than One Estab- lishment	IN WHICH ONE ES- TABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISH- MENT WAS INVOLVED	
				Number	Percent- ages	Number	Percent- ages
	Building and Stone Working.						
1	Building trades,	9	72	4	44.44	13	18.06
2	Building and street labor,	4	5	—	—	5	100.00
3	Stone working,	1	218	—	—	31	14.22
	Clothing.						
4	Boots and shoes,	17	66	4	23.53	66	100.00
5	Hats, caps, and furs,	2	2	—	—	—	—
	Food, Liquors, and Tobacco.						
6	Food products,	3	4	1	33.33	—	—
7	Tobacco,	1	3	—	—	—	—
	Leather and Rubber Goods.						
8	Leather and leather goods,	3	—	1	33.33	—	—
9	Rubber and gutta percha goods, . .	1	—	—	—	—	—
	Metals, Machinery, and Shipbuilding.						
10	Iron and steel manufactures,	3	8	1	33.33	3	37.50
	Printing and Allied Trades.						
11	Printing and publishing,	1	—	—	—	—	—
	Public Employment.						
12	Municipal employees,	1	—	—	—	—	—
	Restaurants and Retail Trade.						
13	Hotels and restaurants,	1	2	1	100.00	—	—
	Textiles.						
14	Cotton goods,	8	—	—	—	—	—
15	Woolen and worsted goods,	6	—	—	—	—	—
16	Other textiles,	1	—	—	—	—	—
	Transportation.						
17	Railroads,	1	—	—	—	—	—
18	Teaming,	2	17	1	50.00	—	—
19	Navigation,	1	—	—	—	—	—
	Miscellaneous.						
20	Agriculture,	1	—	—	—	—	—
21	Chemicals,	2	—	—	—	—	—
22	Paper and paper goods,	3	—	—	—	—	—
23	Theatres and music,	2	—	—	—	—	—
24	All Industries,	74	397	13	17.67	118	29.73

General Strikes : By Industries.

IN WHICH STRIKES—

PARTLY SUCCEEDED				FAILED			
IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED		IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED	
Number	Percentages	Number	Percentages	Number	Percentages	Number	Percentages
1	11.12	—	—	4	44.44	59	81.94
2	50.00	—	—	2	50.00	—	—
1	100.00	136	62.39	—	—	51	23.39
4	23.53	—	—	9	52.94	—	—
—	—	2	100.00	2	100.00	—	—
—	—	—	—	2	66.67	4	100.00
—	—	3	100.00	1	100.00	—	—
—	—	—	—	2	66.67	—	—
—	—	—	—	1	100.00	—	—
—	—	—	—	2	66.67	5	62.50
—	—	—	—	1	100.00	—	—
—	—	—	—	1	100.00	—	—
—	—	1	50.00	—	—	1	50.00
1	12.50	—	—	7	87.50	—	—
—	—	—	—	6	100.00	—	—
—	—	—	—	1	100.00	—	—
—	—	—	—	1	100.00	—	—
—	—	13	76.47	1	50.00	4	23.53
—	—	—	—	1	100.00	—	—
—	—	—	—	1	100.00	—	—
—	—	—	—	2	100.00	—	—
—	—	—	—	3	100.00	—	—
1	50.00	—	—	1	50.00	—	—
10	13.51	155	39.04	51	68.92	124	31.24

TABLE 35. — *Number of Establishments and Strikers in Disputes*

	INDUSTRIES.	BY DIRECT NEGOTIATIONS BETWEEN EM- PLOYER AND EMPLOYEES		BY ARBITRATION	
		Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers
	Building and Stone Working.				
1	Building trades,	17	466	12	38
2	Building and street labor,	6	190	—	—
3	Stone working,	219	2,001	—	—
	Clothing.				
4	Boots and shoes,	74	1,640	—	—
5	Hats, caps, and furs,	2	115	—	—
	Food, Liquors, and Tobacco.				
6	Food products,	5	78	—	—
7	Tobacco,	3	72	1	217
	Leather and Rubber Goods.				
8	Leather and leather goods,	1	104	—	—
9	Rubber and gutta percha goods,	—	—	—	—
	Metals, Machinery, and Shipbuilding.				
10	Iron and steel manufactures,	4	21	—	—
	Printing and Allied Trades.				
11	Printing and publishing,	—	—	—	—
	Public Employment.				
12	Municipal employees,	—	—	—	—
	Restaurants and Retail Trade.				
13	Hotels and restaurants,	2	14	—	—
	Textiles.				
14	Cotton goods,	2	81	—	—
15	Woolen and worsted goods,	—	—	—	—
16	Other textiles,	—	—	—	—
	Transportation.				
17	Railroads,	—	—	—	—
18	Teaming,	1	7	13	129
19	Navigation,	—	—	1	20
	Miscellaneous.				
20	Agriculture,	—	—	—	—
21	Chemicals,	—	—	—	—
22	Paper and paper goods,	—	—	—	—
23	Theatres and music,	1	5	1	5
24	All Industries,	337	4,794	28	409

Settled by the Different Methods: By Industries.

BY RETURN TO WORK ON EMPLOYERS' TERMS WITHOUT NEGOTIATIONS		BY FILLING PLACES		BY UNION ORDERING MEN TO RETURN UNDER FORMER CONDITIONS		TOTALS		
Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	
4	36	48	423	-	-	81	963	1
-	-	3	145	-	-	9	335	2
-	-	-	-	-	-	219	2,001	3
2	58	6	195	1	17	83	1,910	4
-	-	2	28	-	-	4	143	5
-	-	2	125	-	-	7	203	6
-	-	-	-	-	-	4	289	7
1	15	1	490	-	-	3	609	8
-	-	1	25	-	-	1	25	9
-	-	6	56	1	6	11	83	10
-	-	1	3	-	-	1	3	11
-	-	1	11	-	-	1	11	12
-	-	1	8	-	-	3	22	13
5	442	1	42	-	-	8	565	14
1	28	4	83	1	155	6	266	15
1	8	-	-	-	-	1	8	16
-	-	1	50	-	-	1	50	17
-	-	5	40	-	-	19	176	18
-	-	-	-	-	-	1	20	19
-	-	1	8	-	-	1	8	20
-	-	2	10	-	-	2	10	21
2	135	1	7	-	-	3	142	22
-	-	-	-	-	-	2	10	23
16	722	87	1,749	3	178	471	7,852	24

TABLE 36. — *Number of Establishments and Strikers in Disputes*

LOCALITIES.	BY DIRECT NEGOTIATIONS BETWEEN EM- PLOYER AND EMPLOYERS		BY ARBITRATION	
	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers
1 The State.	337	4,794	28	409
2 BEVERLY,	—	—	—	—
3 BOSTON,	10	477	2	237
4 Bridgewater,	—	—	—	—
5 BROCKTON,	2	30	25	167
6 CAMBRIDGE,	13	128	—	—
7 CHELSEA,	—	—	—	—
8 CHICOPEE,	—	—	—	—
9 Clinton,	2	20	—	—
10 Fairhaven,	—	—	—	—
11 FALL RIVER,	3	37	—	—
12 FITCHBURG,	—	—	—	—
13 GLOUCESTER,	1	123	—	—
14 HAVERHILL,	—	—	—	—
15 HOLYOKE,	7	113	1	5
16 LAWRENCE,	—	—	—	—
17 Lenox,	1	4	—	—
18 LOWELL,	1	40	—	—
19 LYNN,	75	1,736	—	—
20 Marblehead,	1	12	—	—
21 MELROSE,	—	—	—	—
22 Milford,	1	54	—	—
23 Millis,	—	—	—	—
24 Montague,	—	—	—	—
25 Natick,	—	—	—	—
26 NEW BEDFORD,	1	25	—	—
27 NEWBURYPORT,	—	—	—	—
28 NORTH ADAMS,	—	—	—	—
29 North Andover,	—	—	—	—
30 Peabody,	—	—	—	—
31 PITTSFIELD,	1	7	—	—
32 QUINCY,	201	1,558	—	—
33 Rockport,	5	267	—	—
34 SALEM,	—	—	—	—
35 Spencer,	1	8	—	—
36 SPRINGFIELD,	10	108	—	—
37 Stoneham,	—	—	—	—
38 TAUNTON,	—	—	—	—
39 Watertown,	—	—	—	—
40 Westport,	1	47	—	—
41 WOBURN,	—	—	—	—
42 WORCESTER,	—	—	—	—

Settled by the Different Methods: By Localities.

BY RETURN TO WORK ON EMPLOYER'S TERMS WITHOUT NEGOTIATIONS		BY FILLING PLACES		BY UNION ORDERING STRIKERS TO RETURN UNDER FORMER CONDITIONS		TOTAL		
Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	Number of Estab- lishments	Number of Strikers	
16	742	87	1,729	3	178	471	7,852	1
-	-	1	50	-	-	1	50	2
2	23	9	233	-	-	23	970	3
-	-	1	48	-	-	1	48	4
-	-	-	-	-	-	27	197	5
-	-	-	-	-	-	13	128	6
-	-	1	102	1	6	2	108	7
2	87	-	-	-	-	2	87	8
-	-	1	100	-	-	3	120	9
-	-	1	15	-	-	1	15	10
1	299	1	42	-	-	5	378	11
-	-	2	15	-	-	2	15	12
-	-	-	-	-	-	1	123	13
-	-	2	24	-	-	2	24	14
3	28	-	-	-	-	8	118	15
-	-	-	-	1	155	4	183	16
1	26	5	14	-	-	6	18	17
1	13	2	45	-	-	4	11	18
-	-	4	511	-	-	80	2,260	19
-	-	-	-	-	-	1	12	20
-	-	1	75	-	-	1	75	21
-	-	-	-	-	-	1	54	22
-	-	-	-	-	-	1	33	23
1	123	1	33	-	-	1	123	24
-	-	1	50	-	-	1	50	25
-	-	3	8	-	-	2	28	26
-	-	1	33	-	-	1	33	27
-	-	1	10	-	-	1	10	28
1	48	-	-	-	-	1	48	29
-	-	-	-	1	17	1	17	30
-	-	7	53	-	-	8	60	31
-	-	-	-	-	-	201	1,558	32
-	-	-	-	-	-	5	287	33
-	-	1	30	-	-	1	30	34
1	45	-	-	-	-	2	53	35
-	-	35	183	-	-	45	291	36
1	12	-	-	-	-	1	12	37
2	38	-	-	-	-	2	38	38
-	-	1	25	-	-	1	25	39
-	-	-	-	-	-	1	47	40
-	-	1	10	-	-	1	10	41
-	-	6	25	-	-	6	25	42

TABLE 37. — Detailed Statement of the Principal Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working.					
	<i>Building Trades.</i>					
1	Carpenters, . . .	Canton, .	Against employment of non-union workmen.	Yes	1	-
2	Carpenters, electricians, and laborers.	Boston, .	Against employment of non-union workmen.	Yes	1	-
3	Roofers and helpers, .	Boston, .	Refusal of employers to sign agreement to increase wages 25 cents a day.	Yes	6	1
4	Carpenters, . . .	Brockton, .	Against employment of non-union roofers.	Yes	1	1
5	Carpenters, . . .	Canton, .	Against employment of non-union workmen.	Yes	1	-
6	Carpenters, electricians, and plumbers.	Lynn, .	Against employment of non-union workmen.	No	1	1
7	Carpenters, . . .	Cambridge, .	Against reduction of wages from \$3.50 to \$3.00 a day.	Yes	1	1
8	Building mechanics, .	Boston, .	Against employment of non-union workmen.	Yes	1	1
9	Carpenters, . . .	Fitchburg, .	For union wages, . . .	Yes	1	-
10	Carpenters, . . .	Woburn, .	Against employment of non-union workmen.	Yes	1	-
11	Painters, . . .	Lenox, .	To enforce signing of wage scale increasing minimum wage rate.	Yes	6	-
12	Carpenters, . . .	Clinton, .	For increase in daily wages from \$3.00 to \$3.25.	Yes	2	1
13	Roofers, . . .	Fall River, .	For increase in daily wages from \$2.50 to \$3.00.	No	3	-
14	Roofers and helpers, .	Lawrence, .	For increase of 50 cents a day in wages.	Yes	3	-
15	Painters, paperhangers, and decorators.	Springfield, .	Lockout to resist demands for reduction of working hours from 48 to 44 a week.	-	5	-
16	Painters, paperhangers, and decorators.	Springfield, .	For reduction of daily hours of labor.	Yes	35	-
17	Steam and gas fitters, .	Brockton, .	For increase of daily wages from \$3.50 to \$4.00.	Yes	9	-
18	Carpenters, . . .	Worcester, .	For increase of wages, . . .	No	6	-
19	Plumbers, . . .	Fitchburg, .	Concerning apprentice rules, .	Yes	1	-
20	Carpenters, . . .	New Bedford, .	For full union wages for second class workmen.	Yes	1	-
21	Masons and stage builders.	Boston, .	For change in working conditions.	Yes	1	1
22	Electrical workers, .	Brockton, .	For increase in wages from 40 to 45 cents an hour, and concerning apprentice regulations.	Yes	3	-
23	Building craftsmen, .	Boston, .	For closed shop rules, for increase of wages, and for reduction of working hours.	Yes	1	-
	<i>Building and Street Labor.</i>					
24	Laborers, . . .	Gardner, .	For reinstatement of discharged employees.	No	1	-
25	Laborers, . . .	Haverhill, .	For reinstatement of discharged workman.	Yes	1	-
26	Laborers, . . .	Fairhaven, .	For increase of wages, . . .	No	1	-

¹ Neither party to the dispute could furnish the exact dates on which the strike began.² General increase of 25 cents a day was made on January 1, 1908.³ Places of strikers, at the several establishments, filed on different dates.

in the Fifteen Months Ending December 31, 1908.

DURATION			Number of Strikers	Number of Employees Thrown out of Work	Succeeded	Methods of Settlement	
DATES ON WHICH—		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Oct. 1—, 1907	Oct. 1—, 1907	12	12	—	No	By filling places of employees.	1
Oct. 22, 1907	Oct. 28, 1907	5	6	—	Yes	By negotiation between employer and organisation of employees.	2
Oct. 28, 1907	Nov. 21, 1907	21	61	—	No	By filling places of employees.	3
Nov. 13, 1907	Nov. 15, 1907	2	20	—	Yes	By negotiation between employer and organisation of employees.	4
Nov. 20, 1907	Nov. 27, 1907	6	10	—	No	By filling places of employees.	5
Jan. 7, 1908	Jan. 8, 1908	1	16	2	Yes	By direct negotiation.	6
Feb. 14, 1908	Feb. 21, 1908	6	6	—	Yes	By negotiation between employer and organisation of employees.	7
Feb. 17, 1908	Feb. 18, 1908	1	322	—	Yes	By direct negotiation.	8
Feb. 29, 1908	Mar. 7, 1908	6	12	—	No	By filling places of employees.	9
Mar. 2, 1908	Mar. 3, 1908	1	10	—	No	By filling places of employees.	10
Mar. 7, 1908	Apr. 3—, 1908	36	18	—	No	By filling places of employees.	11
Apr. 1, 1908	Apr. 6, 1908	4	20	—	Yes	By negotiation between employers and organisation of employees.	12
Apr. 1, 1908	Apr. 4, 1908	3	37	—	Yes	By direct negotiation.	13
Apr. 1, 1908	Apr. 6, 1908	4	28	—	No	By return to work without negotiations.	14
Apr. 1, 1908	Apr. 6, 1908	4	32	—	Yes	By filling places of employees.	15
Apr. 2, 1908	Apr. 3—, 1908	19	177	—	No	Thirty-six men returned to work, their demands being granted; places of others filled.	16
May 1, 1908	May 18, 1908	14	20	15	No	By arbitration.	17
May 1—, 1908	May 1—, 1908	1	25	—	No	By filling places of employees.	18
May 25, 1908	June 6, 1908	10	3	—	No	By filling places of employees.	19
July 2, 1908	July 6, 1908	2	25	15	Partly	By negotiations between employer and organisation of employees.	20
Aug. 28, 1908	Sept. 1, 1908	3	8	6	Yes	By return to work without negotiations.	21
Oct. 28, 1908	Nov. 9, 1908	10	18	9	No	By arbitration.	22
Dec. 28, 1908	Jan. 4, 1909	6	186	—	No	By filling places of employees.	23
Oct. 3, 1907	Oct. 10, 1907	6	20	—	No	By filling places of employees.	24
Nov. 1, 1907	Nov. 21, 1907	17	9	—	No	By return to work without negotiations.	25
Mar. 30, 1908	Mar. 31, 1908	1	15	—	No	By filling places of employees.	26

¹ Strike was declared off August 1, 1908, agreement being signed between Master Builders' Association and Union.

² Ordered by an employers' association.

TABLE 37. — *Detailed Statement of the Principal Disputes Reported*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working — Con.					
	<i>Building and Street Labor — Con.</i>					
1	Laborers, . . .	Holyoke, .	Against reduction of wages, .	Yes	5	5
2	Brick cleaners, . . .	Salem, .	For increase of wages, . . .	No	1	—
3	Laborers, . . .	Clinton, .	For increase of wages and reduction of hours of labor.	No	1	1
4	Laborers, derrickmen, and engineers.	Gloucester.	For increase of wages and reduction of hours of labor.	No	1	1
	<i>Stone Working.</i>					
5	Artificial stone makers,	Middleborough.	Against employment of objectionable workman.	No	1	—
6	Quarrymen, . . .	Quincy, .	For increase of wage rates from 26 to 30 cents an hour.	Yes	15	2
7	Polishers, . . .	Quincy, .	For minimum wage rate of \$3.00 a day.	Yes	31	7
8	Quarrymen and engineers.	Rockport, .	For increase of wages, . . .	Yes	5	4
9	Granite cutters, . . .	¹ Cambridge,	For increase in wage rates from 40¢ to 42 cents an hour.	Yes	12	—
10	Quarrymen, engineers, and derrickmen.	Milford, .	For increase of wages and Saturday half-holiday the year round.	Yes	1	1
11	Engineers, . . .	Quincy, .	For increase of wages, . . .	Yes	39	9
12	Granite cutters, . . .	Quincy, .	Concerning the settlement of five disputed articles of union contract.	Yes	116	16
	Clothing.					
	<i>Boots and Shoes.</i>					
13	Cutters, . . .	Marlborough.	For increase of wages and reduction of hours of labor.	No	1	—
14	Block cutters and sorters.	Haverhill, .	Against employment of certain official.	No	1	—
15	Trimming cutters, . . .	Haverhill, .	For increase in wages of 75 cents a week.	No	1	—
16	Lifting cutters, . . .	Brockton, .	For increase in wages, . . .	No	1	—
17	Ironers and treers, . . .	Lynn, .	For increase in wages, . . .	Yes	1	—
18	Lasters, . . .	Millis, .	Against reduction of prices, .	No	1	—
19	Treers, . . .	Lynn, .	For increase in wages, . . .	No	1	—
20	Cutters, . . .	Peabody, .	For increase in wages, . . .	No	1	—
21	Lasters, . . .	Lynn, .	Against discharge of fellow workmen.	Yes	1	—

¹ Also Boston and Malden.

in the Fifteen Months Ending December 31, 1908 — Continued.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
DATES ON WHICH —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
May 1, 1908	May 5, 1908	3	67	57	Yes	By direct negotiation.	1
May 19, 1908	May 22, 1908	3	30	—	No	By filling places of employ- ees.	2
July 24, 1908	Aug. 5, 1908	10	100	90	Partly	Places of majority of strik- ers were filled, others re- turned to work without negotiations.	3
Aug. 3, 1908	Aug. 6, 1908	3	123	—	Partly	By direct negotiation.	4
Dec. 11, 1907	Dec. 16, 1907	4	26	—	No	By return to work without negotiations.	5
Mar. 2, 1908	Apr. 23, 1908	44	249	110	Partly	By negotiation between organization of employ- ers and organization of employees.	6
Mar. 2, 1908	Mar. 17, 1908	13	136	47	Yes	By negotiation between organization of employ- ers and organization of employees.	7
Mar. 2, 1908	Apr. 23, 1908	44	267	517	Partly	By negotiation between employers and organiza- tion of employees.	8
Apr. 1, 1908	Apr. 6, 1908	4	122	—	No	By negotiation between employers and organiza- tion of employees.	9
Apr. 1, 1908	May 20, 1908	41	54	146	Partly	By direct negotiation.	10
Apr. 1, 1908	Apr. 29, 1908	23	62	294	No	By negotiation between organization of employ- ers and organization of employees.	11
May 14, 1908	June 1, 1908	14	1,111	281	Partly	By negotiation between organization of employ- ers and organization of employees.	12
Oct. 25, 1907	Nov. 6, 1907	10	25	—	No	Four strikers were rein- stated; places of others filled.	13
Oct. 30, 1907	Nov. 1, 1907	2	18	2	No	After negotiations between employer and employees, strikers returned to work without concessions.	14
Nov. 4, 1907	Nov. 8, 1907	4	18	—	No	By return to work without negotiations.	15
Nov. 19, 1907	Nov. 20, 1907	1	9	—	No	By filling places of employ- ees.	16
Mar. 10, 1908	Mar. 11, 1908	1	16	—	Partly	By negotiation between employer and organiza- tion of employees.	17
Apr. 1, 1908	Apr. 15, 1908	12	33	—	No	Fifteen strikers returned to work; places of others filled.	18
Apr. 11, 1908	Apr. 24, 1908	10	13	—	No	By return to work without negotiations.	19
Apr. 14, 1908	Apr. 15, 1908	1	17	—	No	Places filled temporarily; after one week strikers returned to work by order of union.	20
Apr. 30, 1908	May 5, 1908	4	3	—	No	By filling places of employ- ees.	21

TABLE 37. — *Detailed Statement of the Principal Disputes Reported*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing — Con.					
1	<i>Boots and Shoes</i> —Con. Lasters, beaters out, stitcher, and chan-neler.	Haverhill.	Refusal of employer to sign price list.	Yes	1	-
2	Edge trimmers,	Spencer.	For reinstatement of discharged employee and for increase of wages.	No	1	-
3	Treers,	Brockton.	Against employment of girls on certain work.	Yes	1	1
4	Heel builders,	Spencer.	For increase in wages,	No	1	-
5	Stitchers,	Lynn.	Against change in working conditions.	Yes	1	-
6	Lasters, sole layers, and pullers-over.	Lynn.	Against change in working conditions.	Yes	1	1
7	Turn workmen,	Marble-head.	For increase of prices on three grades of shoes.	Yes	1	-
8	Lasters,	Lynn.	Sympathy,	Yes	66	38
9	Lasting machine operators and others.	Chelsea.	For increase in prices,	No	1	1
10	Lasters,	Lynn.	Against employment of non-union men.	Yes	1	-
11	Lasters,	Lynn.	For increase in prices,	Yes	1	-
12	Lasters,	Lynn.	Against employment of non-union men.	Yes	1	-
13	Cutters,	Newbury-port.	For recognition of union,	No	1	-
14	<i>Buttons, Combs, etc.</i> Comb rubbers,	Leominster.	Against discharge of fellow employee.	No	1	-
	Garments.					
15	Tailors,	Boston.	For recognition of union,	Yes	1	-
16	Tailors,	Boston.	To enforce signing of union agree-ment.	Yes	1	-
17	<i>Hats, Caps, and Furs.</i> Cap cutters and block-ers.	Boston.	Against employment of non-union man.	Yes	1	-
18	Hydraulic press men,	Haverhill.	For increase in prices,	No	1	-
19	Hat binders and trim-mers.	Boston.	Against change in old bill of prices and for change in work-ing conditions.	Yes	2	2
	Food, Liquors, and Tobacco.					
	<i>Food Products.</i>					
20	Bakers,	Worcester.	Against increase in daily hours of labor.	Yes	4	-
21	Chocolate dippers and packers.	Boston.	For increase of wages,	No	1	-
22	Bakers,	Lynn and Salem.	For increase of wages and reduc-tion of hours.	Yes	5	-
23	Ice cutters,	Westport.	For increase of daily wages from \$1.50 to \$2.00.	No	1	-
24	Ice cutters, etc.,	Melrose.	For increase in wages,	No	1	-

¹ Neither party to the dispute could furnish the exact date on which the strike began.² On December 10, 1908, strikers returned to work, agreement having been made with employer.³ Strike was settled November 13, 1907.

in the Fifteen Months Ending December 31, 1908 — Continued.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
DATES ON WHICH —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
May 7, 1908	May 12, 1908	4	14	—	No	By filling places of employ- ees.	1
May 23, 1908	June 11, 1908	15	8	—	Partly	By direct negotiation.	2
June 17, 1908	June 19, 1908	2	18	325	Yes	By negotiation between employer and organiza- tion of employees.	3
Aug. 27, 1908	Oct. 1, 1908	29	45	—	No	By return to work without negotiations.	4
Sept. 8, 1908	Sept. 11, 1908	3	15	—	Yes	By negotiations between employer and organiza- tion of employees.	5
Sept. 17, 1908	Oct. 19, 1908	27	92	249	Yes	By negotiations between employer and organiza- tion of employees.	6
Oct. 1—, 1908	Oct. 1—, 1908	2	12	6	Partly	By negotiations between employer and organiza- tion of employees.	7
Oct. 2, 1908	Oct. 19, 1908	14	1,442	11,018	Yes	By negotiations between employers and organiza- tion of employees.	8
Oct. 12, 1908	Oct. 29, 1908	15	102	1,000	No	By filling places of employ- ees.	9
Oct. 22, 1908	Oct. 23, 1908	1	13	—	Yes	By negotiations between employers and organiza- tion of employees.	10
Nov. 3, 1908	Nov. 9, 1908	5	24	33	Partly	By negotiations between employers and organiza- tion of employees.	11
Nov. 6, 1908	Nov. 30, 1908	19	10	2	No	By filling places of employ- ees.	12
Nov. 12, 1908	Nov. 24, 1908	10	33	50	No	By filling places of employ- ees.	13
Oct. 2, 1907	Oct. 5, 1907	3	10	—	No	Majority of strikers re- turned to work without negotiations; places of others filled.	14
Oct. 19, 1907	Oct. 23, 1907	3	20	—	No	* By filling places of employ- ees.	15
Nov. 19, 1907	Nov. 25, 1907	5	7	—	Yes	By negotiation between employer and organiza- tion of employees.	16
Mar. 30, 1908	Apr. 14, 1908	13	18	—	No	By filling places of employ- ees.	17
June 11, 1908	June 12, 1908	1	10	—	No	By filling places of employ- ees.	18
July 7, 1908	July 20, 1908	11	115	77	Partly	By negotiation between employer and organiza- tion of employees.	19
Oct. 7, 1907	Oct. 14, 1907	6	14	—	No	By filling places of employ- ees.	20
Oct. 10, 1907	Oct. 14, 1907	3	60	—	No	By return to work without negotiations.	21
Dec. 20, 1907	Jan. 1—, 1908	12	12	—	No	By filling places of employ- ees.	22
Feb. 3, 1908	Feb. 7, 1908	4	47	—	Yes	By direct negotiation.	23
Feb. 7, 1908	Feb. 8, 1908	1	75	—	No	By filling places of employ- ees.	24

⁴ Estimated.

⁵ Places of strikers, at the several establishments, filled on different dates.

TABLE 37. — *Detailed Statement of the Principal Disputes Reported*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Food, Liquors, and Tobacco—Con.					
1	<i>Food Products—Con.</i> Ice handlers, . . .	Beverly, .	For increase of wages, . . .	No	1	-
2	Bakers, . . .	Boston, .	Lockout to emphasize demand of employers that union make uniform regulation of working hours in all shops.	1-	4	-
3	<i>Tobacco.</i> Cigar tobacco strippers.	Boston, .	For change in working conditions to prevent an alleged reduction of wages.	Yes	1	-
4	Tobacco strippers and cigar makers.	Springfield,	For increase in prices from 6 to 7 cents a pound for stripping Havana filling and from \$7 to \$10 a week for machine work.	Yes	3	3
	Leather and Rubber Goods.					
5	<i>Leather.</i> Cutters, . . .	Boston, .	Against reduction of wages, . .	No	1	-
6	Glazers, . . .	Lynn, .	For establishment of limited instead of unlimited day's work.	No	1	-
7	Glazers and other employees.	Lynn, .	Against employment of foreman and for increase of wages, . .	No	1	-
8	<i>Rubber Goods.</i> Arctic makers, . .	Watertown,	Against change in method of work.	No	1	-
	Metals, Machinery, and Shipbuilding.					
9	<i>Iron and Steel Manufactures.</i> Structural iron workers.	Boston, .	Against employment of non-union workmen.	Yes	1	-
10	Buffers and polishers, .	Chelsea, .	Against change in system of payment.	Yes	1	-
11	Rolling mill operators,	Bridge-water,	For change in working conditions.	No	1	1
12	Horseshoers, . . .	Boston, ¹	For extension of the Saturday half-holiday.	Yes	8	-
13	Cutter and die makers,	Brockton, .	Against employment of non-union men.	Yes	1	1
	Printing and Allied Trades.					
14	<i>Printing and Publishing.</i> Compositors, . . .	New Bedford.	Against reduction of wages, . .	No	1	-
15	<i>Bookbinding.</i> Bookbinders, . . .	Boston and Norwood.	For eight-hour day, . . .	Yes	9	1
	Public Employment.					
16	<i>City Employees.</i> Engineers, . . .	Boston, .	Refusal of department to grant the usual two weeks' vacation.	Yes	1	-
	Restaurants and Retail Trade.					
17	<i>Restaurants.</i> Cooks and waiters, .	Lynn, .	Refusal of employers, on account of objections to one article, to sign union agreement.	Yes	2	1
18	Cooks and waiters, .	Lynn, .	Concerning rules to regulate time and length of visit of union business agent.	Yes	1	-

¹ Ordered by an employers' association.³ Mill was operated but four days a week.² Award of arbitrators made July 28, 1909.⁴ Also Brookline and Cambridge.

in the Fifteen Months Ending December 31, 1908 — Continued.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
DATES ON WHICH —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Feb. 11, 1908	Feb. 12, 1908	1	50	—	No	By filling places of employ- ees.	1
Nov. 6, 1908	Nov. 10, 1908	3	31	—	Yes	By negotiation between organization of employ- ers and organization of employees.	2
Apr. 29, 1908	Aug. 3, 1908	79	217	—	No	By return to work pending arbitration. ²	3
June 16, 1908	July 6, 1908	16	72	—	Partly	By negotiations between employers and organiza- tion of employees.	4
Feb. 17, 1908	Feb. 24, 1908	5	15	—	No	By return to work without negotiations.	5
Nov. 17, 1908	Nov. 20, 1908	3½	104	—	Yes	By direct negotiation.	6
Dec. 22, 1908	Jan. 13, 1909	18	490	70	No	By filling places of employ- ees.	7
Mar. 14, 1908	Mar. 15, 1908	1	25	—	No	By filling places of employ- ees.	8
Nov. 18, 1907	Nov. 26, 1907	7	26	—	Partly	By negotiations between employer and organiza- tion of employees.	9
Mar. 13, 1908	Mar. 30, 1908	14	6	70	No	By union ordering men to return to work.	10
Apr. 7, 1908	Apr. 21, 1908	* 8	48	—	No	By filling places of employ- ees.	11
May 1, 1908	May ⁵ —, 1908	⁶ 10	17	—	— ⁷	By direct negotiations.	12
Sept. 12, 1908	Sept. 15, 1908	2	12	9	Yes	By negotiations between employer and organiza- tion of employees.	13
Mar. 23, 1908	Mar. 26, 1908	3	3	—	No	By filling places of employ- ees.	14
Oct. 1, 1907	Dec. ⁸ —, 1907	63	589	—	No	By filling places of employ- ees.	15
July 28, 1908	July 29, 1908	1	11	—	No	By filling places of employ- ees.	16
May 1, 1908	May 15, 1908	12	13	—	— ⁸	— — —	17
Nov. 19, 1908	Nov. 20, 1908	1	9	—	Yes	By direct negotiations.	18

⁵ Dates of ending of strike varied in the different establishments.

⁶ Average.

⁷ Results differed in the several establishments.

⁸ Partly successful in one establishment; failed in one establishment.

TABLE 37. — *Detailed Statement of the Principal Disputes Reported*

	INDUSTRIES AND OCCU- PATIONS.	Localities	Causes	Or- dered by Labor Organ- isations	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	Textiles.					
	<i>Cotton Goods.</i>					
1	Spinners, . . .	Holyoke, .	For reinstatement of discharged employee.	No	1	-
2	Ring spinners, . . .	Taunton, .	Against alteration in working rules.	No	1	-
3	Beam tenders and drawing-in girls.	Lowell, .	Against reduction of wages, .	No	1	-
4	Spinners and folders, .	Chicopee, .	Against reduction of wages, .	No	1	-
5	Drawing-in hands, .	Chicopee, .	Against change of system of pay- ment.	No	1	-
6	Weavers, . . .	Fall River.	Refusal to run looms with stop- action attachment.	Yes	1	-
7	Winders, . . .	Holyoke, .	Against reduction of wages, .	No	1	-
8	Weavers, . . .	Lowell, .	Against two-loom system, .	No	1	-
9	Weavers, . . .	Fall River,	Against discharge of overseer, .	No	1	-
10	<i>Hosiery and Knit Goods.</i>					
	Neck cutters, . . .	Wakefield,	For readjustment of wage rates,	No	1	-
	<i>Woolen and Worsted Goods.</i>					
11	Weavers, . . .	Andover, .	Against change of system of pay- ment.	No	1	-
12	Mule spinners, . . .	Pittsfield, .	Against increase in daily hours of labor.	No	1	-
13	Weavers, etc., . . .	Lawrence,	Demand for removal of overseer,	No	1	-
14	Warp twisters, . . .	Holyoke, .	For increase of wages, . . .	No	1	-
15	Brussels, Wilton, Ax- minster and Ingrain weavers and loom fixers.	Lowell, .	For change of price for weaving,	Yes	1	-
16	Woolen spinners, . .	Lowell, .	Against discharge of workmen, .	Yes	1	-
17	Weavers, . . .	Lawrence,	Concerning supposed discharge of overseer.	No	1	1
18	Weavers, . . .	Dracut, .	Against adoption of two-loom system.	No	1	1
19	Firemen, . . .	Lowell, .	Men discharged for refusal to get up steam to operate works be- cause of sympathy with strik- ing weavers.	No	1	-
20	Machinists, black- smiths, and helpers.	Lowell, .	Men locked out for refusal to re- pair machinery for spinner who took the place of a striker.	No	1	-
21	Finishers, . . .	Pittsfield, .	Against reduction of wages, .	No	1	-
22	Weavers, . . .	North And- over.	For increase of wages, . . .	No	1	-
23	Weavers, . . .	North Ad- ams.	Against change in working condi- tions.	No	1	-
24	Wool sorters, . . .	Lawrence,	Against reduction in price list, .	Yes	1	-
	<i>Other Textiles.</i>					
25	Weavers, . . .	Taunton, .	For increase of wages, . . .	No	1	-
	Transportation.					
	<i>Railroads.</i>					
26	Laborers, . . .	Natick, .	Objection to foreman, . . .	No	1	-
	<i>Teaming.</i>					
27	Express drivers, . .	Brookline,	For an 11-hour workday with extra pay for overtime.	Yes	2	-

¹ Strikers returned to work in eight weeks.² Strike of Brussels weavers declared off September 26, 1908.

in the Fifteen Months Ending December 31, 1908 — Continued.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Suc- ceeded	Methods of Settlement	
DATES ON WHICH —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Oct. 14, 1907	Oct. 17, 1907	3	10	—	No	By filling places of employ- ees.	1
Feb. 20, 1908	Feb. 21, 1908	1	30	—	No	By return to work without negotiations.	2
Mar. 31, 1908	Apr. 1, 1908	1	40	—	No	By direct negotiation.	3
Apr. 21, 1908	Apr. 22, 1908	1	72	—	No	By return to work without negotiations.	4
May 15, 1908	June 1, 1908	13	15	—	No	By return to work without negotiations.	5
May 16, 1908	May 20, 1908	3	42	—	No	By filling places of employ- ees.	6
June 18, 1908	July 2, 1908	12	41	—	Partly	By direct negotiation.	7
June 24, 1908	June 29, 1908	4	26	—	No	By return to work without negotiations.	8
Nov. 19, 1908	Nov. 20, 1908	1	299	22	No	By return to work without negotiations.	9
Oct. 10, 1907	Oct. 11, 1907	1	23	—	No	By return to work without negotiations.	10
Oct. 11, 1907	Oct. 12, 1907	1	30	—	No	By direct negotiation.	11
Oct. 25, 1907	Oct. 28, 1907	2	8	—	No	By filling places of employ- ees.	12
Oct. 30, 1907	Nov. 4, 1907	4	925	294	No	By direct negotiation.	13
Oct. 31, 1907	Nov. 4, 1907	3	21	—	No	Machines substituted for hand labor.	14
Nov. 7, 1907*	Mar. 23, 1908	114	462	796	No	By filling places of employ- ees.	15
Dec. 16, 1907	Jan. 6, 1908	17	27	172	No	By filling places of employ- ees.	16
Dec. 10, 1907	Dec. 12, 1907	1½	40	6	No	By direct negotiation.	17
Dec. 16, 1907	*Jan. 6, 1908	17	92	206	No	By direct negotiation.	18
Jan. 8, 1908	Jan. 9, 1908	1	10	—	Yes	By filling places of employ- ees.	19
Jan. 8, 1908	Mar. 23, 1908	63	35	—	Yes	By filling places of employ- ees.	20
June 2, 1908	June 3, 1908	1	8	—	No	By filling places of employ- ees.	21
Aug. 3, 1908	Aug. 7, 1908	4	48	—	No	Majority of strikers returned to work without negotia- tions; places of others filled.	22
Aug. 28, 1908	Sept. 1, 1908	3	10	—	No	By filling places of employ- ees.	23
Sept. 24, 1908	Nov. 12, 1908	42	155	—	No	By union ordering men to return to work.	24
Mar. 18, 1908	Mar. 19, 1908	1	8	—	No	By return to work without negotiations.	25
Aug. 7, 1908	Aug. 8, 1908	1	50	—	No	By filling places of employ- ees.	26
Oct. 4, 1907	Oct. 18, 1907	12	56	—	No	By filling places of employ- ees.	27

* Strike declared off February 23, 1908.

TABLE 37. — Detailed Statement of the Principal Disputes Reported

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Transportation—Con.					
	<i>Teaming—Con.</i>					
1	Stablemen, carriage washers, etc.	Boston, .	For increase of daily wages from \$1.71 to \$2.00 for stablemen.	Yes	3	-
2	Teamsters, . . .	Brockton, .	For increase in daily wages from \$2.37½ to \$2.50.	Yes	13	1
3	Teamsters, . . .	Boston, .	Against temporary reduction of wages.	Yes	1	1
4	Teamsters, . . .	Pittsfield, .	For increase of daily wages from \$1.50 to \$2.00.	Yes	1	1
5	Hack drivers and hostlers.	Pittsfield, .	To enforce signing of union code,	Yes	4	-
	<i>Navigation.</i>					
6	Engineers, . . .	Boston, .	For increase of wages and for employment of an additional engineer on each vessel.	Yes	1	-
7	Tally clerks, . . .	Boston, .	Against discharge of fellow workmen.	Yes	1	1
	<i>Freight Handling.</i>					
8	Freight handlers, .	Fall River, .	Refusal of men to commence work at 4 A.M. instead of at 5 A.M.; also for increase in rates.	No	1	-
	Wooden Manufactures.					
	<i>Cooperage.</i>					
9	Coopers, . . .	Ayer, .	Concerning certain trade rules, .	No	1	-
	<i>Miscellaneous.</i>					
	<i>Agriculture.</i>					
10	Farm laborers, . . .	Pittsfield, .	For increase of wages, . . .	No	1	-
	<i>Chemicals.</i>					
11	Rubbers, . . .	Springfield	Against imposition of fines for damaged work.	No	1	-
12	Turners, . . .	Springfield,	For increase of wages, . . .	No	1	-
	<i>Paper and Paper Goods.</i>					
13	Paper box folders, .	Stoneham, .	Against alleged reduction of wages.	No	1	-
14	Gummers, . . .	Pittsfield, .	Against change of system of payment.	No	1	-
15	Paper and pulp makers.	Montague, .	Against reduction of wages, .	Yes	1	1
	<i>Domestic Service.</i>					
16	Chambermaids, . . .	Boston, .	For increase of wages, . . .	No	1	-
	<i>Theatres.</i>					
17	Actors, . . .	Boston, .	Against reduction of wages, .	Yes	1	1
18	Stage hands, . . .	Holyoke, .	Wages,	Yes	1	-
19	Stage help, . . .	Holyoke, .	For increase of wages, . . .	Yes	1	-

in the Fifteen Months Ending December 31, 1908 — Concluded.

DURATION			Number of Strikers	Number of Em- ployees Thrown out of Work	Sue- ceeded	Methods of Settlement.	
DATES ON WHICH —		Number of Working Days					
Employees Left Work	Strikers were Re-employed or their Places Filled by Others						
Oct. 23, 1907	Oct. 27, 1907	4	85	—	Yes	By negotiation between employers and organization of employees.	1
Jan. 1, 1908	Jan. 28, 1908	23	129	2	Partly	By arbitration.	2
Mar. 31, 1908	Apr. 6, 1908	5	10	—	No	By filling places of employees.	3
May 16, 1908	May 19, 1908	2	7	—	Yes	By negotiation between employer and organization of employees.	4
May 27, 1908	May 29, 1908	2	30	—	No	By filling places of employees.	5
Oct. 8, 1907	Oct. 12, 1907	4	12	—	No	By filling places of employees.	6
Feb. 24, 1908	Apr. 28, 1908	54	20	—	No	By arbitration.	7
Oct. 17, 1907	Oct. 23, 1907	5	180	—	No	By filling places of employees.	8
Oct. 15, 1907	Oct. 22, 1907	6	6	—	No	By filling places of employees.	9
July 1—, 1908	July 1—, 1908	1	8	—	No	By filling places of employees.	10
Mar. 16, 1908	Mar. 23, 1908	6	6	—	No	By filling places of employees.	11
Apr. 13, 1908	Apr. 15, 1908	2	4	—	No	By filling places of employees.	12
June 11, 1908	June 18, 1908	6	12	—	No	Majority of strikers returned to work without negotiations.	13
July 1, 1908	July 2, 1908	1	7	—	No	By filling places of employees.	14
Aug. 3, 1908	Nov. 2, 1908	77	123	17	No	By return to work without concessions.	15
Oct. 7, 1907	Oct. 9, 1907	2	12	—	No	By filling places of employees.	16
Oct. 1—, 1907	Oct. 1—, 1907	8	9	—	No	By return to work without negotiations.	17
Mar. 30, 1908	Apr. 11, 1908	11	5	—	No	By direct negotiation.	18
Aug. 31, 1908	Oct. 30, 1908	51	5	—	Partly	By arbitration.	19

¹ Neither party to the dispute could furnish the exact date on which the strike began.

GLOSSARY OF CLASSIFICATIONS.

I.

CLASSIFICATION OF INDUSTRIES.

The classification of industries used as the basis of the statistical presentations in this report differs somewhat from that used in our last report, and all strikes and lockouts covered in the latter have accordingly been reclassified in accordance with the new classification. In grouping the industries the object has been to bring together, as nearly as practicable, those establishments and industries in which the employers and employees, respectively, have a common interest and consequently are likely to act together.

Labor disputes at times occur in practically every branch of business in which men sustain the relation of employer and employee, and, in the handling of a great mass of data, classification is necessary. Any classification of establishments and industries is subject to criticism. This criticism may be because the grouping is too comprehensive, or, on the other hand, because it is too narrow. There may also be criticism because of the classification of certain establishments in certain industries. But it is believed that the classification used in this report is, on the whole, as satisfactory as any that can be devised. It comprises 49 groups of industries arranged in 12 general groups as follows:

GROUPS OF INDUSTRIES.

I. Building and Stone Working.

A. BUILDING TRADES.

Paving.

B. BUILDING AND STREET LABOR.

Construction work.

Excavating.

C. STONE WORKING.

1. Stone.

Crushed stone.

Cut stone.

For buildings, monuments, tombstones, etc.

Hones, slates, mosaics, etc.

2. Miscellaneous mineral products.

a. Asbestos, graphite, etc.

Carbons.

Gas mantles.

I. Building and Stone Working—Con.

C. STONE WORKING—Con.

2. Miscellaneous mineral products—Con.

a. Asbestos, graphite, etc.—Con.

Mica.

Talc.

b. Abrasives.

Emery.

Carborundum.

Sandpaper.

3. Lime, cement, and plaster.

Asphalt.

Cement and lime.

Plaster.

Sifted sand and mortar.

Artificial stone.

Plaster casts.

I. Building and Stone Working—Con.**C. STONE WORKING—Con.****4. Brick, tile, and pottery.**

- a. Building brick.
- b. Terra cotta and fine clay products.
 - Alignum.
 - Chimney tops.
 - Crucibles.
 - Enameled brick.
 - Fire brick.
 - Fire proofing material.
 - Flue, furnace, and stove linings.
 - Gas retorts.
 - Mosaics (ceramic).
 - Sewer pipe.
 - Tile.
- c. Pottery products.
 - China ware.
 - Crockery.
 - Earthen ware.
 - Porcelain.
 - Stone ware.
 - Yellow ware.

II. Clothing.**A. BOOTS AND SHOES.**

- Boots and shoes.
- Boot and shoe cut stock.
- Boot and shoe findings.
- Stitching, heeling, etc.

B. BUTTONS, COMBS, ETC.

- Pearl buttons, handles, etc.
- Articles of horn, bone, celluloid, etc.
 - Combs.
 - Composition buttons.
 - Vegetable ivory.
 - Whalebone.

C. GARMENTS.**1. Tailoring.**

- Men's and boys' outer garments.

- Blouses.
- Coats.
- Dresses.
- Jackets.
- Overalls.
- Shirt waists.
- Skirts.
- Suits.
- Trousers.
- Vests.

2. Men's neckwear.**3. Suspenders and other furnishing goods for men.****4. Dressmaking.**

- Women's and girls' outer garments.
 - Cloaks.
 - Dresses.
 - Shirt waists.
 - Skirts.
 - Suits.
 - Waists.
 - Wrappers.

II. Clothing—Con.**C. GARMENTS—Con.****4. Dressmaking—Con.**

- Women's white goods.

Lingerie.**Handkerchiefs.****Infants' wear.****Ladies' neckwear.****Ruchings.****Ruffings.****Corsets, garters, etc.****Fans.****Leggings.****Miscellaneous needlework.****Curtains, embroideries, etc.****Flags.****Regalia.****Quilts, comfortables, etc.****Umbrellas and parasols.****5. Fur and fur goods.****D. HATS AND CAPS.**

- Men's hats and caps.

Millinery.**Artificial flowers and feathers.****E. SHIRTS, COLLARS, AND LAUNDRY.**

- Shirts, collars, and cuffs.

Boys' waists.**Laundering, custom dyeing, etc.****Laundries.****Cleaning and dyeing.****F. FURS AND GLOVES.****III. Food, Liquors, and Tobacco.****A. FOOD PRODUCTS.****1. Grain handling and milling.****Flour.****Feed.****Grist mill products.****2. Sugar and molasses refining.****3. Fruits and vegetables, canning and preserving.****Crushed and dried fruits.****Pickles.****Preserves.****Sauces.****Syrups.****4. Coffee and spice roasting and grinding.****Mustard.****5. Groceries (other).****Chocolate and cocoa.****Salt.****Sifting seed.****Sorting beans.****Yeast.****6. Provisions.****Slaughter house and meat packing products.****Fish.****Lobsters.****Oysters.****7. Dairy products.****Butter.**

III. Food, Liquors, and Tobacco—Con.**A. FOOD PRODUCTS—Con.****7. Dairy products—Con.**

Cheese.

Condensed milk.

8. Bakery products.

Macaroni and other food pastes.

Crackers and biscuits.

Bread, pastry, etc.

9. Confectionery and ice-cream.

Chewing gum.

B. LIQUORS.

Artificial ice.

Cider, grape juice, etc.

Mineral and soda waters.

Malt.

Malt liquors.

Vinous and distilled liquors.

Miscellaneous bottling.

C. TOBACCO.

Tobacco and snuff.

Cigars.

Cigarettes.

IV. Leather and Rubber Goods.**A. LEATHER AND LEATHER GOODS.**

Leather.

Leather goods.

Belting, washers, etc.

Saddlery and harness.

Dashboards.

Fenders.

Whips.

Traveling bags and trunks.

Fancy leather goods.

Canvas and sporting goods.

B. RUBBER AND GUTTA PERCHA GOODS.

Atomizers.

Dental rubber.

Dress shields.

Druggists' goods (rubber).

Gas tubing.

Mackintoshes.

Penholders (rubber).

Stamps (rubber).

Stopples.

Trusses.

Tubing.

V. Metals, Machinery, and Shipbuilding.**A. IRON AND STEEL MANUFACTURES.****1. Ore crushing.****2. Pig iron.**

Blast furnaces.

3. Rolling mills and steel works.

Bloomeries.

Forgings.

Nails.

Plates.

Rails.

Rods.

Skelp.

Wire rods.

V. Metals, Machinery, and Shipbuilding—Con.**A. IRON AND STEEL MANUFACTURES—Con.****4. Bridges and structural iron.**

Safes and vaults.

5. Hardware.

Locks.

Screws.

Traps.

6. Cutlery.**7. Tools and dies.****8. Fire arms.****9. Metal beds and bed springs.**

Wire mattresses.

10. Wire work.

Bird cages.

Hat frames.

Wire cloth.

Fences.

Netting.

11. Car wheels and railway equipment.

Air brakes.

Axles.

Couplers.

Springs.

Switches.

Trucks (car).

12. Architectural and ornamental iron work.

Cast iron columns, lintels, etc.

Doors.

Elevators.

Fire escapes.

Grates and grilles.

Iron railings.

Iron stairs.

13. Cooking and heating apparatus.

Car heaters.

Furnaces.

Ovens.

Radiators.

Ranges.

Stoves.

Stove castings.

Tanks.

Ventilators.

14. Typewriting and registering machines.

Car registers.

Cash registers.

15. Stationary engines, boilers, etc.

Fire engines.

Gas engines.

Marine engines.

16. Machinery (not otherwise classified).**17. Castings (iron foundry products).****B. MISCELLANEOUS METAL MANUFACTURES.****1. Gold, silver, and precious stones.**

Silver and plated ware.

Gold and silver refining.

Assaying.

Smelting.

Gold, silver, and aluminum leaf.

Gold and silver watch cases.

V. Metals, Machinery, and Shipbuilding
— Con.**B. MISCELLANEOUS METAL MANUFACTURES** — Con.**1. Gold, silver, and precious stones** — Con.

Jewelry, gold pens, etc.

Lapidary work.

Diamond cutting.

Mounting.

Polishing.

Setting.

2. Copper, lead, zinc, etc.

Smelting and refining.

Babbitt metal.

Solder.

Spelter.

Copper work.

Brass and bronze castings.

Bells.

Foundry work.

Gas and electric fixtures (brass).

Brass and bronze ware.

Sheet metal work.

Cornices.

Enameled ware.

Galvanized iron.

Granite ware.

Japanned ware.

Metal stamping.

Sheet iron work.

Stencils.

Tinsmithing.

Tinware.

Metal goods not elsewhere specified.

Aluminum.

Glove fasteners.

Hooks and eyes.

Lead.

Sheet.

Shot.

Pipe.

Nickel plating.

Tinfoil.

Toys (metal).

Zinc statuary.

3. Electrical apparatus.

Telegraph, telephone, and fire alarm apparatus.

Incandescent lights.

Dynamos, motors, and electrical supplies.

4. Conveyances.

Carriages, wagons, and sleighs.

Blacksmithing and wheelwrighting.

Horseshoeing.

Vehicle wheels.

Cycles.

Motor vehicles.

Cars (except railway shop).

Locomotives (except railway shop).

Railway repair shop.

Building and repairing of cars and locomotives by railway companies.

A. Metals, Machinery, and Shipbuilding
— Con.**B. MISCELLANEOUS METAL MANUFACTURES** — Con.**5. Agricultural implements.**

Artesian wells and boring tools.

Cane mills.

Oiler mills.

Coffee (plantation) machinery.

Cotton jobbers, gins, presses, and sweeps.

Dairy apparatus.

Ditching machines.

Ensilage cutters.

Elevators.

Evaporators.

Fence machines.

Garden implements.

Grinding mills.

Grubbing machines.

Hose.

Incubators.

Lawn mowers.

Lime spreaders.

Milk testers.

Pumps (hand and horse).

Road grinders and scrapers.

Rollers.

Scoops.

Scythes.

Shovels and spades.

Sickles.

Windmills.

6. Instruments and appliances.**a. Professional and scientific instruments.**

Barometers.

Dental appliances.

Engineers' and surveyors' appliances.

Nautical instruments.

Surgical instruments.

Thermometers.

b. Optical and photographic apparatus.

Cameras.

Eyeglasses.

Lenses.

Microscopes.

c. Lamps, reflectors, stereopticons, etc. (except glass lamps and incandescent lamps).

Calcium lights.

Lanterns.

Locomotive headlights.

Railway signal lamps.

d. Clocks and time recorders.**e. Scales, meters, phonographs, etc.**

Balances.

Gas and water meters.

Slot machines.

C. SHIPBUILDING.

Boat and shipbuilding.

VI. Printing and Allied Trades.

- A. PRINTING AND PUBLISHING.
Addressing and mailing.
Composition (linotype and typesetting).
Stereotyping and electrotyping.
- B. BOOKBINDING AND BLANKBOOK MAKING.
Numbering, perforating, and ruling paper.
Photograph albums.
- C. LITHOGRAPHING AND ENGRAVING.
- D. GAMES, NOVELTIES, WALL PAPER, AND PHOTOGRAPHY.

VII. Public Employment.

- A. FEDERAL.
- B. STATE.
- C. MUNICIPAL.

VIII. Restaurants and Retail Trade.

- A. HOTELS AND RESTAURANTS.
- B. RETAIL TRADE.

IX. Textiles.

- A. BLEACHING, DYEING, AND PRINTING.
Bleaching.
Mercerizing.
Printing.
Refinishing.
Sponging.
- B. COTTON GOODS.
Including cotton batting, netting, tape, twine, and yarn, waste, etc.
- C. FLAX, HEMP, AND JUTE GOODS.
Bagging.
Rugs (jute).
Cordage.
Linen fabrics (woven or knitted).
Linen thread.
Rope (jute, manila, sisal).
Twine.
Yarn (flax, hemp, jute).
- D. HOSIERY AND KNIT GOODS.
Gloves.
Sweaters.
- E. WOOLEN AND WORSTED GOODS.
Carpets and rugs.
Felt goods.
Woolens and worsteds.
Including cotton, mixed and woven goods, shoddy, wool extract, wool waste.
- F. OTHER TEXTILES.
Silk and silk goods.
Upholstery goods.
Upholstery bindings, braids, fringes, galloons, gimps, gorings, webbing, lace curtains, etc.
Braids, embroideries, and dress trimmings.
Bindings (dress).

IX. Textiles—Con.

- F. OTHER TEXTILES—Con.
Braids, embroideries, and dress trimmings—Con.
Chenille trimmings.
Cords (dress).
Passementerie.
Oil cloth, window shades, etc.
Crinoline.
Linoleum.

X. Transportation.

- A. RAILROADS.
Steam railroads.
Street railways.
- B. TEAMING.
- C. NAVIGATION.
- D. FREIGHT HANDLING.
- E. TELEGRAPHS.

XI. Wooden Manufactures.

- 1. *Saw-mill and planing-mill products.*
House trimmings.
Sashes.
Doors.
Blinds.
Lumber, etc.
Packing boxes, crates, etc.
Cigar and fancy wood boxes.
Kindling wood.
- 2. *Cooperage.*
Barrels.
Hogsheads.
Kegs.
Pails.
Tubs, etc.
- 3. *Wood turning and carving.*
Canes, umbrella sticks, etc.
Wooden toys and novelties.
Advertising signs.
Bicycle specialties.
Blackboards (wood).
Furniture and cabinet work.
Furniture and upholstery.
Caskets.
Other undertakers' supplies.
Store, office, and kitchen fixtures.
Bank fixtures.
Billiard and pool balls and tables.
Bowling alleys and supplies.
Butchers' fixtures.
Church and hall seatings.
Refrigerators.
Saloon fixtures.
Show cases.
Telephone booths.
Washing machines.
Mirror and picture frames.
Other cabinet work.
Fishing rods.

XI. Wooden Manufactures — Con.**3. Wood turning and carving — Con.**

Other cabinet work — Con.

Fretwork (wood).

Grilles.

Telephone backs.

Water-closet seats and tanks.

Wood mantels.

Rules.

Sleds.

Velocipedes.

Other articles and appliances of wood.

Agricultural woodwork.

Drill heads.

Plow handles.

Tongues.

Trees.

Artificial limbs.

Barrel covers.

Blocks (wall paper printing).

Blocks (pulley and tackle).

Car woodwork and carriage woodwork.

Clothespins.

Curtain poles.

Duster handles.

Flag poles.

Hames.

Hat blocks.

Hub blocks (wheel).

Ladders.

Lasts.

Loom parts and repairs (battens, bobbins, frames, beddles, reeds, and shuttles).

Mallets.

Map rolls.

Patterns.

Pipes.

Plane handles.

Plates (wood or pulp).

Saw handles.

Scroll sawing.

Veneer goods.

Wagon woodwork.

Woodcarving.

Woodturning.

Woodenware.

Pianos, organs, etc.

Banjos.

Mandolins.

Guitars.

Does not include brass instruments.

Brooms, cork, etc.

Pulp and fibre goods.

Mats and woven goods.

Straw goods.

Willow baskets.

Brooms.

Articles of cork.

Pipes (tobacco).

Fireproofing lumber.

XII. Miscellaneous.

A. AGRICULTURE.

B. BARBERING.

C. CHEMICALS.

1. Drugs and chemicals.

Proprietary medicine.

Sodas and other alkalies.

Alum.

Baking powder.

Bleaching powder.

Borax.

Chloride of lime.

Pearl ash.

Other chemicals and drugs.

Acids.

Calcium carbide.

Cream of tartar.

Digestive ferments.

Pharmaceutical products.

Sugar of lead.

Sulphur.

Tannic extracts.

2. Paints, dyes, and colors.

Paint, varnish, etc.

Acetanelid.

Colors in oil.

Dryers.

Furniture polish.

Kalsomine.

Japans.

Lacquers:

Oxides of lead.

White lead.

Whiting.

Dyes, colors, and inks.

Blackening.

Blueing.

Carbon paper.

Dairy colors.

Dyewood.

Lamp-black.

Typewriter ribbons.

Lead pencils and crayons.

3. Wood alcohol and essential oils.

Acetic acid.

Acetone.

Distilling wood.

Flavoring extracts.

Glycerine.

Linseed oil.

4. Animal oil products.

Beeswax candles.

Fish oil.

Grease, tallow, etc.

Lard oil.

Leather and shoe dressing.

Stearin.

5. Mineral oil products.

Coke.

Gasoline.

Naphtha.

XII. Miscellaneous — Con.**C. CHEMICALS — Con.****5. Mineral oil products — Con.**

Paraffine.

Petroleum refining.

Wax (paraffine).

6. Soap, perfumery, and cosmetics.

Toilet powder.

7. Miscellaneous chemical products.

Wax figures, etc.

Sealing wax.

Starch.

Glue, mucilage, etc.

Gum.

Sizings.

Fertilizers.

Matches and explosives.

Fireworks.

Gunpowder.

Celluloid and other plastics.

Creosoted paper.

D. FISHERIES.**E. GLASS AND GLASSWARE.****1. Building glass.**

Cathedral.

Decorated.

Obscured.

Opalescent.

Plate.

Stained.

Window.

Wire.

Glass signs.

2. Beveled glass and mirrors.**3. Pressed, blown, and cut glassware.**

Bulbs.

Chimneys.

Globes.

Lamps.

Opal ware.

Shades.

Tableware.

Tubes.

Vault lights.

XII. Miscellaneous — Con.**E. GLASS AND GLASSWARE — Con.****4. Bottles and jars.**

Carboys.

Demijohns.

Druggists' glassware.

Flasks, insulators of glass.

F. PAPER AND PAPER GOODS.**1. Paper.**

Rags and paper stock.

Pulp and paper.

Pulp mills.

Pulp and paper mills.

Paper mills.

Cardboard.

Pasteboard.

Strawboard.

Sorting rags.

Sorting waste paper.

2. Paper goods.

Paper boxes and tubes.

Ribbon blocks.

Paper bags and sacks.

Other paper goods.

Blue print paper.

Cards (cutting).

Cigarette tubes.

Embossed paper and cards.

Envelopes.

Lace or shelf paper.

Patterns.

Perforated paper.

Photo mounts (card).

G. PERSONAL AND DOMESTIC SERVICE.**H. STATIONARY ENGINEMEN.¹****I. THEATRES AND MUSIC.****J. WATER, LIGHT, AND POWER.****1. Water.****2. Gas.****3. Electric light and power.****4. Steam heat and power.****5. Garbage disposal, etc.****K. MISCELLANEOUS.**¹ Not otherwise specified.

II.

CLASSIFICATION OF OCCUPATIONS.

NOTE. — The numbers and letters after each occupation indicate the industries (see Classification of Industries, pages 122 to 128) under which the occupations are classified.

- | | |
|---|---|
| <p>Actors and chorus singers, XIII.
 Agricultural laborers, XIIa.
 Architectural brass and bronze workers, Vb.
 Architectural iron workers, Va.
 Arsenal machinists, VIIa.
 Arsenal yard laborers, VIIa.
 Artificial stone (cement) masons, Ia.
 Asbestos workers (insulators), Ia.
 Asphalt laborers, Ib.

 Badge, banner, and regalia makers, IIc.
 Baggage handlers, Xa.
 Bag makers (paper), XIII.
 Bag workers (leather), IVa.
 Bakers, IIIa.
 Bakery salesmen, VIIIb.
 Barbers, XIIb.
 Bartenders, VIIIa.
 Base ball makers, IVa.
 Beamers and tapers, IXb.
 Bedding and mattress makers, XIc.
 Bedspring makers, Va.
 Beer bottlers, drivers, etc., IIb.
 Bell boys, VIIIa.
 Bevelers (glass), XIIe.
 Bill posters, XIII.
 Billers, XIII.
 Blacksmiths (iron and steel), Va.
 Blacksmiths (other metals), Vb.
 Blacksmiths' helpers (iron and steel), Va.
 Blacksmiths' helpers (other metals), Vb.
 Blasters, Ic.
 Bleachery and dye workers, IXa.
 Blockers (hat and cap), IID.
 Boatbuilders, Vc.
 Boatmen, Xc.
 Boiler felters (see asbestos workers), Ia.
 Boiler makers, Va, Vc.
 Boiler makers' helpers, Va, Vc.
 Bolters or fasteners, Vc.
 Bookbinders, VIIb.
 Book cover stampers, VIIb.
 Boot and shoe workers, IIa.
 Bootblacks, VIIIb.
 Bottle blowers, XIIe.
 Bottlers (beer, mineral water), IIb.
 Bottlers (milk), IIIa.
 Box makers and sawyers, XI.
 Box makers (paper), XIII.
 Brass and bronze workers (architectural), Vb.
 Brass finishers, molders, spinners, workers, Vb.</p> | <p>Brewery employees, IIb.
 Brick, tile, and terra cotta workers, Ic.
 Brick workers, Ic.
 Bricklayers and masons, Ia.
 Bricklayers' laborers, Ib.
 Bridge and stone curb setters, Ia.
 Bridge and structural iron workers (construction), Ia.
 Bridge and structural iron workers (factory), Va.
 Bridge tenders, VIIc.
 Bridgemen, Ia.
 Bronze workers, Vb.
 Broom makers, XI.
 Brush makers, XI.
 Buffers (leather), IVa.
 Buffers (metal), Vb.
 Building laborers, Ib.
 Building material drivers, Xb.
 Building material handlers, Ib.
 Building trades, Ia.
 Burlers, IXb.
 Butchers, IIIa.
 Button makers, IIb.
 Buttonhole makers, IIc.

 Cabinet makers, XI.
 Cable splicers (electrical), Ia.
 Cabmen, Xb.
 Caissons and foundation workers, Ia.
 Calcium-light operators, XIII.
 Calico printers, IXa.
 Calkers (pipe), Ia.
 Calkers (ship), Vc.
 Can makers (tin), Va.
 Cap blockers, cutters, finishers and trimmers, lining makers, makers, operators, packers, sweat band cutters, IID.
 Car and locomotive painters, Xa.
 Car inspectors and repairers, Xa.
 Car workers, Xa.
 Card machine operators, IXb.
 Card pickers, IXb.
 Card room employees, IXb.
 Carders, IXb.
 Carpenters and joiners, Ia.
 Carpenters (ship), Vc.
 Carpenters (wharf and bridge), Ia.
 Carpet fitters and layers, XI.
 Carpet store employees, VIIIb.
 Carpet weavers, IXe.
 Carriage workers, XIc.
 Carvers (stone), Ic.
 Carvers (wood), XIc.</p> |
|---|---|

Case makers (jewelry and silverware), Vb.
 Ceiling erectors (metal), Ia.
 Cement laborers, Ib.
 Cement masons, Ia.
 Cement workers, Ic.
 Chair makers, XIc.
 Chandelier filers, makers, Vb.
 Chandelier workers, Vb.
 Chasers, Vb.
 Cigar makers, packers, IIIc.
 Cigarette makers, IIIc.
 City employees, VIIc.
 City laborers, VIIc.
 Clerks (clothing), VIIIb.
 Clerks (drug), VIIIb.
 Clerks (freight), Xd.
 Clerks (grocery and provision), VIIIb.
 Clerks (post-office), VIIa.
 Clerks (railway), Xa.
 Clerks (railway mail), VIIa.
 Clerks (retail), VIIIb.
 Clerks (steamship), Xc.
 Cloak cutters, makers, IIC.
 Cloth examiners (clothing), IIC.
 Cloth examiners (cotton), IXb.
 Cloth examiners (woolen), IXc.
 Cloth hat blockers, cutters, finishers, lining makers, operators, packers, trimmers, IID.
 Cloth spongers, IIC.
 Clothing cutters and trimmers, IIC.
 Clothing salesmen, VIIIb.
 Coach drivers, Xb.
 Coal handlers, Xb.
 Coal heavers, Xb.
 Coal teamsters, Xb.
 Coal wagon drivers, Xb.
 Coat makers, IIC.
 Collar and cuff makers, IIC.
 Collar starchers, IIC.
 Collators (bookbinders), VIIb.
 Color mixers (wall paper), VID.
 Commercial telegraphers, Xa.
 Compositors, VIA.
 Conductors, Xa.
 Confectioners, IIIa.
 Cooks, VIIIA.
 Cooks and stewards (marine), Xc.
 Coopers, XI.
 Coopers (brewery), IIIb.
 Copperplate engravers, VIc.
 Coppersmiths, Vb.
 Coremakers (iron), Va.
 Coremakers (brass foundries), Vb.
 Coremakers' apprentices, Va, Vb.
 Cornice makers, Va.
 Costumers (theatrical), XIII.
 Cotton mule spinners, IXb.
 Cranemen, Vc.
 Cranemen (dredge), Ia.
 Cuffmakers, IIC.
 Curriers, IVA.
 Curtain makers (lace), IXf.

Outlery forgers, Va.
 Cutters (boot and shoe), IIA.
 Cutters (cap), IID.
 Cutters (cloak), IIC.
 Cutters (clothing), IIC.
 Cutters (flint glass), XIIc.
 Cutters (freestone), Ic.
 Cutters (glove), IIf.
 Cutters (granite), Ic.
 Cutters (hat), IID.
 Cutters (knit goods), IXd.
 Cutters (meat), IIIa.
 Cutters (neckwear), IIC.
 Cutters (paper), VIIb, XIIIf.
 Cutters (paving block), Ic.
 Cutters (stone), Ic.
 Cutters (suit), IIC.
 Cutters (sweatband), IID.
 Cutters (wall-paper print), VID.
 Cutters' helpers (marble), Ic.
 Cutting die and cutter makers, Va.
 Department store drivers, Xb.
 Derrickmen, Ia.
 Diamond workers, Vb.
 Die and cutter makers, Va.
 Die sinkers, Va.
 Dinkers, IIA.
 Dredgemen, Ia.
 Dressers (boot and shoe), IIA.
 Dressers (thread), IXb.
 Dressers (woolen and worsted), IXa.
 Drillers (rock), Ic.
 Drivers (bakery), VIIIb.
 Drivers (beer), IIIb.
 Drivers (building material), Xb.
 Drivers (coach), Xb.
 Drivers (coal wagon), Xb.
 Drivers (department store), Xb.
 Drivers (ice-cream), VIIIb.
 Drivers (laundry wagon), Xb.
 Drivers (market wagon), Xb.
 Drivers (milk wagon), Xb.
 Drivers (mineral water), IIIb.
 Drivers (municipal employees), VIIc.
 Drivers (newspaper), Xb.
 Drivers (sand and tip-cart), Xb.
 Drivers (street watering cart), Xb.
 Drivers (team), Xb.
 Drivers (transfer), Xb.
 Drivers (truck), Xb.
 Drop forgers and hammermen, Va.
 Drug clerks, VIIIb.
 Dry goods clerks, VIIIb.
 Dyers and finishers, IXa.
 Edge gilders (book), VIIb.
 Edgemakers (boot and shoe), IIA.
 Edge trimmers and setters, IIA.
 Egg examiners, IIIa.
 Elastic goring weavers, IVb.
 Electrical apparatus makers, Vb.

Electrical workers, Ia.
 Electrical workers (cable splicers), Ia.
 Electrical workers (linemen), Xa, XIIj.
 Electrotypes, VIa.
 Elevator constructors, Ia.
 Engine makers (steam), Va.
 Engineers (Amalgamated), Va.
 Engineers (brewery employees), IIb.
 Engineers (dredge), Ia.
 Engineers (hod-hoisting), Ia.
 Engineers (hoisting and portable), Ia.
 Engineers (locomotive), Xa.
 Engineers (marine), Xc.
 Engineers (public employment), VII.
 Engineers (stationary), n. o. s.,¹ XIIh.
 Engineers (steam),¹ XIIh.
 Enginemen (locomotive), Xa.
 Engravers, Va.
 Engravers (copper-plate, music, steel-plate), VIc.
 Excavators, Ib.
 Expressmen, Xb.
 Fasteners or bolters, Vc.
 Federal labor, XIIk.
 Felt workers (building), Ia.
 Ferry employees, VIIc.
 Fibre workers, XI.
 Finishers (boot and shoe), IIa.
 Finishers (brass), Vb.
 Finishers (hat and cap), IId.
 Finishers (wood), Ia.
 Firemen (brewery employees), IIb.
 Firemen (locomotive), Xa.
 Firemen (marine), Xc.
 Firemen (public employment), VII.
 Firemen (railroad), Xa.
 Firemen (stationary),¹ XIIh.
 Fish handlers, IIIa.
 Fishermen, XIIId.
 Fixture fitters and hangers (electrical), Ia.
 Flaggers, Id.
 Flange turners, Vc.
 Flint glass workers, XIIe.
 Floorlayers (parquet), Ia.
 Florists, XIIa.
 Flour workers, IIIa.
 Folders (bookbinders), VIb.
 Folders (cotton), IXb.
 Forgers (cutlery), Va.
 Forgers (knife), Va.
 Foundry employees, Va.
 Foundry laborers, Va.
 Frame makers (picture), XI.
 Frame workers, Vc.
 Freight and baggagemen (railroad), Xd.
 Freight handlers, Xd.
 Fur workers, IIi.
 Furniture and carpet store employees, VIIIb.

Furniture packers, XI.
 Furniture polishers, XI.
 Gardeners, XIIa.
 Gardeners (park), VIIb, VIIc.
 Garment workers, IIc.
 Gasfitters, Ia.
 Gasfitters' helpers, Ia.
 Gas meter makers, Vb.
 Gas workers, XIIj.
 Gauge makers (pressure), Vb.
 Gilders (book), VIb.
 Glass bevelers, embossers, polishers, and silverers, XIIe.
 Glass bottle blowers, XIIe.
 Glass workers (decorative flint glass, green glass, window glass), XIIe.
 Glove cutters, IIi.
 Glove makers (leather), IIi.
 Glove makers (silk), IIi.
 Glue workers, XIIc.
 Gold beaters, Vb.
 Gold layers (book cover), VIb.
 Gold pen makers, Vb.
 Goodyear operators, IIa.
 Grain counter workers, IIa.
 Grain handlers, Xd.
 Granite cutters, Ic.
 Granite polishers, Ic.
 Grinders (table knife), Va.
 Grocery clerks, VIIIb.
 Hack drivers, Xb.
 Hair spinners, IXf.
 Hammer makers, Va.
 Hammer runners, Vc.
 Hammermen, Vc.
 Hand rubbers, Ic.
 Hand workers (boot and shoe), IIa.
 Hardwood finishers, Ia.
 Harness makers, IVa.
 Hat blockers, cutters, finishers, lining makers, operators, packers, sweat band cutters, and trimmers, IId.
 Hat makers, IId.
 Hat tip printers, VIb.
 Hay and grain teamsters, Xb.
 Heelers (boot and shoe), IIa.
 Highway employees, VIIb, VIIc.
 Hod carriers, Ib.
 Hoisting and portable engineers, Ia.
 Holders on, Vc.
 Horn, celluloid, comb, and novelty workers, IIb.
 Horse-nail makers, Va.
 Horseshoers, Va.
 Hospital employees, VIIb, VIIc.
 Hostlers, Xb.
 Hot water fitters, Ia.

¹ Engineers and firemen are classified under "XIIh" when the industry in which they are employed is not specified.

Hotel and restaurant employees, VIIia.
 Hotel porters, VIIia.
 House shorers and movers, Ia.
 Housesmiths, Ia.
 Hucksters, VIIib.

Ice-cream salesmen and drivers, VIIib.
 Ice handlers, Xb.
 Ice team drivers, Xb.
 Insulators (asbestos workers), Ia.
 Interior freight handlers and warehousemen, Xd.
 Interlocking switch and signalmen, Xa.
 Iron molders, Va.
 Iron molders' apprentices, Va.
 Iron molders' helpers, Va.
 Iron shipbuilders, Vc.
 Iron workers (bridge and structural, construction work), Ia.
 Iron workers (factory), Va.
 Isinglass glue workers, XIic.

Jacket makers, IIc.
 Janitors (public buildings), VII.
 Jewelers, Vb.
 Joiners, Ia.
 Joiners (ship), Vc.

Knee-pants makers, IIc.
 Knife forgers, Va.
 Knife grinders, Va.
 Knit-goods cutters, IXd.
 Knitters, IXd.

Laborers (agricultural), XIIa.
 Laborers (asphalt), Ib.
 Laborers (building), Ib.
 Laborers (cement), Ib.
 Laborers (foundry), Va, Vb.
 Laborers (masons'), Ib.
 Laborers (plumbers'), Ib.
 Laborers (public employment), VII.
 Laborers (railroad), Xa.
 Laborers (street), Ib.
 Lace curtain makers, IXf.
 Lamplighters, VIIc, XIIj.
 Lampmakers, Vb.
 Last makers, XI.
 Lasters, IIa.
 Lasting machine operators, IIa.
 Lathers, Ia.
 Laundry workers, IIe.
 Leather workers, IVa.
 Leather workers on horse goods, IVa.
 Letter carriers, VIIa.
 Linemen, Xe, XIIj.
 Lining makers (hat and cap), IIId.
 Lithographers, VIc.
 Locomotive engineers, Xa.
 Locomotive firemen, Xa.

Locomotive painters, Xa.
 Locomotive pipe fitters, Vb.
 Loftmen, XIIi.
 Long chain beamers, IXb.
 Longshoremen, Xd.
 Loomfixers, IX.
 Lumber handlers, Xb.

Machine operators (boot and shoe), IIa.
 Machine shop workers, Va.
 Machine stone workers and hand rubbers, Ic.
 Machine wood workers, XI.
 Machinists, Va.
 Machinists' apprentices, Va.
 Mailers, VIa.
 Maintenance of way employees, Xa.
 Maltsters, IIIb.
 Marble cutters, carvers, and setters, Ic.
 Marble cutters' helpers, Ic.
 Marble polishers, rubbers, and sawyers, Ic.
 Marblers (book), VIb.
 Marine cooks and stewards, Xc.
 Marine engineers, Xc.
 Marine firemen, Xc.
 Market wagon drivers, Xb.
 Masons, Ia.
 Masons (cement), Ia.
 Masons (stone), Ia.
 Masons' laborers, Ib.
 Masters and pilots, Xc.
 Mattress makers, XIc.
 Meat cutters, IIIa.
 Mechanics (railroad building), Xa.
 Menders, IXb.
 Messengers (transfer), Xe.
 Metal buffers, platers, and polishers, Vb.
 Metal ceiling erectors, Ia.
 Metal lathers, Ia.
 Metal painters, Va.
 Metal polishers, Vb.
 Metal spinners, Vb.
 Metal workers (sheet), Ia.
 Meter makers (gas), Vb.
 Milk bottlers and handlers, IIIa.
 Milk wagon drivers, Xb.
 Millinery workers, IIId.
 Millmen, XI.
 Millwrights, XI.
 Mineral water bottlers and drivers, IIIb.
 Modelers, Ic.
 Molders (brass), Vb.
 Molders (iron), Va.
 Molders' apprentices (iron), Va.
 Molders' helpers (iron), Va.
 Mosaic workers (marble), Ic.
 Motormen, Xa.
 Motormen (iron works), Va.
 Movers (piano and furniture), Xb.
 Moving picture operators, XIII.
 Mule spinners, IXb.
 Musicians, XIII.
 Music engravers, VIc.

Nappers, IXb.
 Navy yard employees, VIIa.
 Neckwear cutters and makers, IIC.
 Newsboys, VIIb.
 Newspaper writers, VIa.
 Novelty workers, IVa.

Operators (moving picture), XIII.
 Optical workers, Vb.
 Organ workers, XI.
 Overall workers, IIC.
 Oystermen, XIIId.

Packers (boot and shoe), IIA.
 Painters and decorators, Ia.
 Painters (car and locomotive), Xa.
 Painters (metal), Va.
 Painters (ship), Vc.
 Painters (sign), Ia.
 Pants makers, IIC.
 Paper bag and box makers, XIIIf.
 Paper cutters, VIB, XIIIf.
 Paperhangers, Ia.
 Papermakers, XIIIf.
 Paper rulers, VIB.
 Park employees, VIIb, VIIc.
 Park gardeners, VIIb, VIIc.
 Parquet floorlayers, Ia.
 Pattern makers, Va.
 Pattern makers (ship), Vc.
 Pavers and rammermen, Ia.
 Paving block cutters, Ic.
 Paving cutters, Ic.
 Paving trades, Ia.
 Pen makers (gold), Vb.
 Perchers, IXb.
 Photo-engravers, VIC.
 Piano and furniture movers, Xb.
 Piano workers (action makers, bellymen, fly finishers, movers, regulators, rubbers, varnishers, etc.), XI.
 Picture frame makers, XI.
 Pilots, Xc.
 Pipe calkers and tappers, Ia.
 Pipe cutters, Va.
 Pipe felters (asbestos workers), Ia.
 Pipe fitters (car and locomotive), Xa.
 Pipe fitters (steam), Ia.
 Plasterers, Ia.
 Plasterers' laborers, Ib.
 Plasterers' tenders, Ib.
 Plate fitters, Vc.
 Plate printers, VIC.
 Plate rollers, Vc.
 Platers (metal), Vb.
 Platers (nickel), Vb.
 Plumbers, Ia.
 Plumbers (ship), Vc.
 Plumbers' helpers, Ia.
 Plumbers' laborers, Ib.
 Pointers, Ia.
 Polishers (floor), Ia.

Polishers (furniture), XI.
 Polishers (marble), Ic.
 Polishers (metal), Vb.
 Post-office clerks, VIIa.
 Potters, Ic.
 Power pipe fitters, Ia.
 Pressers, IIC.
 Pressfeeders, VIa.
 Pressmen, VIa.
 Pressmen's assistants, VIa.
 Pressure gauge makers, Vb.
 Print cutters (wall paper), VID.
 Printers (calico), IXa.
 Printers (hat tip), VIB.
 Printers (plate), VIC.
 Printers (wall paper machine), VID.
 Printing pressmen, VIa.
 Produce venders, VIIb.
 Prompters, XIIIf.
 Public buildings janitors, VII.
 Public employment, VII.
 Pulp makers, XIIIf.

Quarrymen, Ic.

Rag selectors, XIIIf.
 Railroad building mechanics, Xa.
 Railroad freight and baggagemen, Xd.
 Railroad roundhouse employees, Xa.
 Railroad stationmen, Xa.
 Railroad telegraphers, Xc.
 Railroad trainmen, Xa.
 Railroad transfer messengers, Xc.
 Railway clerks, Xa.
 Railway (street) employees, Xa.
 Railway mail clerks, VIIa.
 Rammermen, Ia.
 Range workers, Va.
 Rattan workers, XI.
 Reed workers, XI.
 Restaurant employees, VIIIA.
 Retail clerks, VIIb.
 Ribbon weavers (silk), IXf.
 Riggers (building), Ia.
 Riggers (ship and machinery), Vc.
 Ring spinners, IXb.
 Rivet heaters, Vc.
 Riveters, Vc.
 Rock drillers, Ic.
 Rockmen, Ib.
 Roofers, Ia.
 Rope makers, VIIa, IXc.
 Rubber boot and shoe workers, IVb.
 Rubber workers, IVb.
 Rubbers (hand and bed), Ic.
 Sailmakers, Vc.
 Sailors, Xc.
 Sailors (Navy), VIIa.
 Salesmen, VIIb.
 Sand and tip-cart drivers, Xb.
 Sanitary and street cleaning teamsters, VIIc.

Sausage makers, IIIa.
 Saw makers, Va.
 Sawyers (box), XIa.
 Sawyers (marble), Ic.
 Sculptors and carvers, Ic.
 Sea food workmen, IIIa.
 Seamen, Xc.
 Sectionmen, Xa.
 Setters (stone), Id.
 Sewer inspectors, VIIc.
 Sewer workers, VIIc.
 Sharpeners (tool), Ic.
 Sheepskin workers, IIc.
 Sheet metal workers, Ia.
 Shipbuilders, Vc.
 Ship carpenters, Vc.
 Ship calkers, Vc.
 Ship joiners, Vc.
 Ship painters, Vc.
 Ship plumbers and steamfitters, Vc.
 Ship riggers, Vc.
 Shipwrights, Vc.
 Shirt cutters, IIa.
 Shirts, collars, and laundry, IIa.
 Shoe workers, IIa.
 Shovelers (grain), Xb.
 Silk glove makers, IIIf.
 Silk ribbon weavers, IXf.
 Silver workers, Vb.
 Sign builders and hangers, Ia.
 Sign painters, Ia.
 Signalmen, Xa.
 Skirt makers, IIc.
 Skirt and cloak pressmen, IIc.
 Skivers (boots and shoes), IIa.
 Slasher tenders, IXb.
 Soldiers, VIIa.
 Sole leather workers, IIa.
 Sole fasteners and rough-rounders, IIa.
 Spar makers, Vc.
 Speckers, IXb.
 Spinners (hair), IXf.
 Spinners (metal), Va.
 Spinners (mule), IXb.
 Spinners (woolen), IXc.
 Spongers (cloth), IIc.
 Spoolers, IXb.
 Spring makers (bed), Va.
 Stablemen and hostlers, Xb.
 Stage mechanics, XIII.
 Stair builders, Ia.
 Stampers (book cover), VIIb.
 Starchers (collar), IIc.
 Stationary engineers, XIIIh.
 Stationary firemen, XIIIh.
 Stationmen (railroad), Xa.
 Steam engineers, XIIIh.
 Steam engine makers, Va.
 Steamfitters, Ia.
 Steamfitters (ship), Vc.
 Steamfitters' helpers, Ia.
 Steam shovel men, Ia.

Steel plate engravers, VIc.
 Steel works employees, Va.
 Stereotypers, VIa.
 Stewards (marine), Xc.
 Stitchers (boot and shoe), IIa.
 Stockfitters, IIa.
 Stone and brick pointers, Ia.
 Stone setters, Ia.
 Stone workers (machine), Ic.
 Stonecutters, Ic.
 Stonemasons, Ia.
 Store-fixture workers, XIc.
 Stove mounters, Va.
 Street department employees, VIIc.
 Street laborers, Ib.
 Street railway employees, Xa.
 Street watering cart drivers, Xb.
 Suit cutters, IIc.
 Suit makers, IIc.
 Surgical instrument makers, Vb.
 Suspender makers, IIc.
 Sweat band cutters (hat and cap), IIId.
 Switchmen, Xa.

Table knife grinders, Va.
 Tack makers, Va.
 Tailors, IIc.
 Tailors (ladies'), IIc.
 Tannery employees, IVa.
 Tapestry carpet weavers, IXc.
 Tappers (pipe), Ia.
 Tar workers (building), Ia.
 Team drivers, Xb.
 Teamsters (coal), Xb.
 Teamsters (hay and grain), Xb.
 Teamsters (lumber), Xb.
 Telegraphers (commercial), Xc.
 Telegraphers (railroad), Xc.
 Telephone workers, Xc.
 Template makers, Vc.
 Terra cotta workers, Ic.
 Textile workers, IX.
 Theatrical costumers, XIII.
 Theatrical stage employees, XIII.
 Thread dressers, IXb.
 Tile, brick, and terra cotta workers, Ic.
 Tile layers, Ia.
 Tile layers' helpers, Ia.
 Tin can makers, Va.
 Tin workers, Ia.
 Tinfoil workers and helpers, Vb.
 Tinsmiths, Ia.
 Tobacco workers, IIIc.
 Tool makers, Va.
 Tool sharpeners, Ic.
 Trackmen, Xa.
 Trainmen (brakemen and baggagemen), Xa.
 Transfer drivers, Xd.
 Transfer messengers, Xc.
 Treers (boot and shoe), IIa.
 Trimmers (clothing), IIc.
 Trimmers (hat and cap), IIId.

Truck drivers, Xb.
Trunk workers, IVa.
Turn workmen (boots and shoes), IIa.
Turners (wood), XI.
Type founders, VIc.
Typographical, VIa.

Underwear makers, IIc.
Upholsterers, XI.

Valve makers, Va, Vb.
Vampers, IIa.
Varnishers, Ia, XI.
Venders, VIIIb.
Vest makers, IIc.

Wagon workers, XI.
Waist makers, IIc.
Waiters and waitresses, VIIa.
Wall paper machine printers, VIe.
Wall paper print cutters, VIe.
Warehousemen, Xd.
Warp twisters, IXb.
Waste handlers, IXe.
Water and sewerage department laborers,
VIIb, VIIc.

Waterproof workers (building), Ia.
Weavers (carpet), IXe.
Weavers (cotton), IXb.
Weavers (elastic goring), IVb.
Weavers (silk ribbon), IXf.
Weavers (woolen and worsted), IXe.
Web pressmen, VIa.
Wharf and bridge carpenters, Ia.
White goods makers, IIc.
Window-glass workers, XIIe.
Wiremen (inside), Ia.
Wire weavers, Va.
Wire workers, Va.
Wood carvers, XI.
Wood finishers, Ia.
Wood lathers, Ia.
Wood turners, XI.
Woodworkers, XI.
Wool combing section hands and fixers, IXe.
Wool sorters, IXe.
Woolen and worsted dressers, IXe.
Wrapper makers, IIc.
Writers (newspaper), VIa.
Writers (sign), Ia.

III.

CLASSIFICATION OF CAUSES.

Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout, yet, while there are many differently stated objects, an examination shows that nearly all of them fall within a comparatively few leading causes or groups of causes. Space does not permit the publication in this report of all causes in detail. For all practical purposes a study of causes can better be made when they are classified. All causes have been classified under seven groups, six of them being specific, and the seventh being a miscellaneous group. A list of the groups of causes and all the causes included under each group are given below.

1. *Attack Disputes*: Strikes and lockouts resulting from demands made by employees, *i.e.*, all cessations of work which result from a movement begun in the first instance by employees.

2. *Defense Disputes*: Strikes and lockouts due to resistance to proposed changes on the part of the employer, *i.e.*, all cessations of work resulting from the initiation of the employer in making some change in the conditions of employment.

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years.

Wages.

CLASSIFICATION OF CAUSES.	Examples
FOR INCREASE,	For advance in wages. For new price list. For pay for overtime work. For adoption of union scale. For minimum rate of wages. For payment of premium generally granted.
AGAINST DECREASE,	Against reduction. Against proposed reduction.
SYSTEM OF PAYMENT,	Against change in system. Dissatisfaction with premium systems. For change from day to piece or from piece to day rate.
READJUSTMENT OF RATES,	Against proposed reduction in wages on account of new process. Alleged bad material. Against proposed price list for new line of shoes. On account of difficulties or ease in working, quality of material, etc. Against proposed reduction in wages in consideration of being relieved of certain unskilled work. Against proposed reduction in piece-rates of wages on account of improved machinery.

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years — Continued.

Wages — Concluded.

CLASSIFICATION OF CAUSES.	Examples
OTHER,	<p>For renewal of price list contract.</p> <p>Disputes as to wages due.</p> <p>For payment of wages for time lost.</p> <p>Alleged grievance as to short payment.</p> <p>Dissatisfaction with price list.</p> <p>For payment of wages before the regular pay day.</p> <p>Misunderstanding as to new wage agreement.</p> <p>Against delay of payment.</p> <p>Disputes as to frequency of pay days and change of pay days.</p> <p>Against withholding a part of wages as a guaranty.</p> <p>Against alleged unfair distribution of wage increase.</p> <p>Against trading at company's store.</p>

Hours of Labor.

FOR DECREASE,	<p>For decrease in regular hours of labor.</p> <p>For weekly half-holiday.</p> <p>For 8-hour instead of 12-hour shifts.</p>
AGAINST INCREASE,	<p>Against proposed increase in hours of labor.</p> <p>Against rule that piece-workers conform to hours of time workers.</p>
OTHER,	<p>Disputes as to time of starting and leaving off work.</p> <p>Disputes as to arrangements of working hours.</p> <p>Against working overtime without pay.</p> <p>Regarding time allowance and entry into factory.</p> <p>Against reduction in working hours.</p> <p>Against proposal that men work less number of days in order to avoid reducing number of employees.</p> <p>Against refusal of employer to grant usual summer vacation.</p>

Employment of Particular Classes of Persons.

AGAINST EMPLOYMENT OF LABORERS INSTEAD OF SKILLED WORKERS.	<p>Against introduction of female labor.</p> <p>Against extension of female labor.</p>
AGAINST EMPLOYMENT OF WOMEN INSTEAD OF MEN.	<p>Against employment of women on certain work.</p>
AGAINST EMPLOYMENT OF APPRENTICES (not involving trade union rules)	<p>Against employment of boys instead of men.</p> <p>Disputes regarding proportion of apprentices allowed to journeymen.</p> <p>Refusal to work with apprentices.</p>
FOR REINSTATEMENT OF DISCHARGED EMPLOYEES.	<p>For reinstatement of a certain employee.</p> <p>Against discharge of a fellow employee.</p> <p>For reinstatement of employees discharged because of change in working conditions.</p> <p>Because all men were not re-employed on conclusion of a previous dispute.</p> <p>Against transfer of some of their number to another shop.</p>

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years — Continued.

Employment of Particular Classes of Persons — Concluded.

CLASSIFICATION OF CAUSES.	Examples
AGAINST EMPLOYMENT OF CERTAIN OFFICIALS.	Protest against conduct of foreman. Objection to new foreman, etc. Refusal to work under alleged incompetent foreman.
DISPUTES BETWEEN CLASSES OF EMPLOYEES.	Concerning matters of trade jurisdiction not involving union rules. Concerning employees working out of regular occupation. Against employers doing journeymen's work.
OTHER,	Refusal to work with persons of certain nationalities, religious denominations, etc. Refusal to finish work begun by other classes of workmen. Against discharge of foreman.

Working Conditions.

FOR CHANGE IN EXISTING ARRANGEMENTS.	Dissatisfaction with working conditions. For provision of helpers. Against Sunday labor. For change in system of ventilation. For change in working rules, etc. For number in gang to be increased on account of heavy work. For reduction in amount of work, without change in wages. For establishment of a limited day's work instead of unlimited.
AGAINST CHANGE IN EXISTING ARRANGEMENTS,	Against introduction of or change in machinery. Against alterations in working rules. Against reduction in number of helpers on job. Against system of time clocks.
OTHER,	Against imposition of fines for poor work, tardiness, etc. Against use of injurious materials. Dispute about being required to furnish tools or supplies. Against charges for supplies or uniforms.

Trade Unionism.

CLOSED SHOP,	For closed shop. Against open shop. Against discharge of union men. Refusal to work with non-union workmen. Refusal to work with foreman not a member of union. Refusal to work with men in arrears to union. Against employment of workmen for violating union rules.
DISPUTES BETWEEN CLASSES OF EMPLOYEES.	Regarding matters of trade jurisdiction.

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years—Concluded.

Trade Unionism—Concluded.

CLASSIFICATION OF CAUSES.	Examples
RECOGNITION OF UNION,	Refusal of employer to sign agreement with union. Refusal of employer to negotiate with officials of employees' union. Refusal of employer to employ union workmen. Refusal of employer to allow men to form a trade union.
APPRENTICE RULES,	Against employment. Change in ratio.
OTHER,	Against selling or handling non-union material. Regulation of method of hiring or discharging employees. Refusal to work with a trade unionist who was not a member of local union. Refusal to work with trade unionist who had worked during a previous lockout. Against dealing with organization of employers. Against right of employer to discharge employee for any causes but those specified in contract. Concerning right of committee of union to examine works as to safety and sanitary conditions. Unwillingness of union to concede right to skipper of a boat of hiring or discharging engineers; a right belonging to general manager. Against violation of union contract. Concerning rules regulating time and length of visit of union business agents to shop.

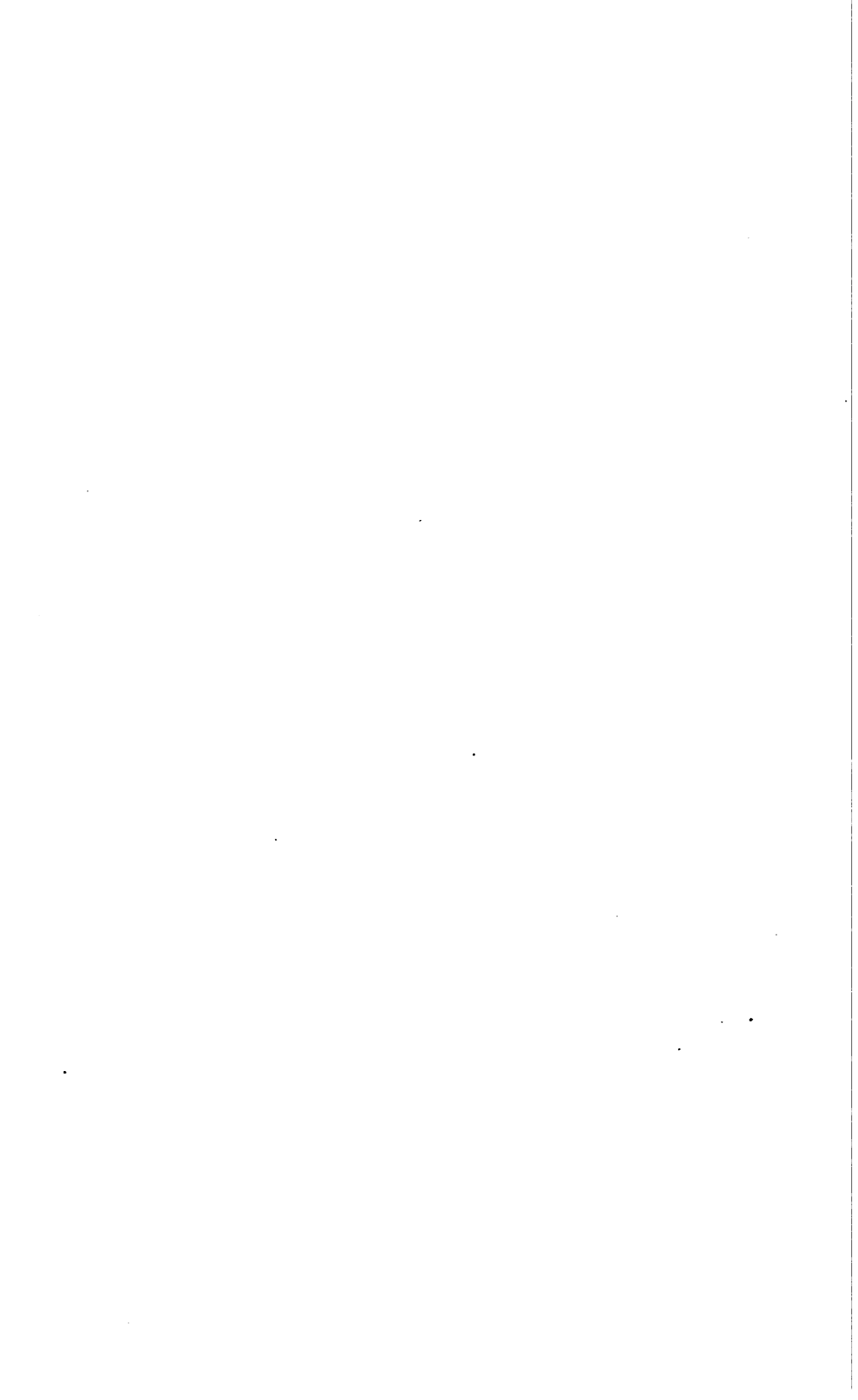
Sympathetic Strikes.

Includes all strikes in which the employees have no direct grievance of their own, but stop their work that they may directly or indirectly aid employees of *other* establishments who are striking.

	Against performing work for the establishments in which a strike or lockout is pending. Against furnishing material to such establishments. On account of introduction of members of another union to replace men on strike.
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Miscellaneous.

	Against change in date of yearly scale. Against signing contracts. Against subcontracting. Misunderstanding in regard to housing laborers. Against non-signing of agreement by employers. For enforcement of law in certain matters. Other causes which were too imperfectly reported to be subject to proper classification.
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PART II.

LABOR ORGANIZATIONS.

LABOR ORGANIZATIONS.

INTRODUCTION.

A "labor organization" may be defined as a combination of working men of the same trade or of several allied trades for the purpose of securing, by united action, the most favorable conditions obtainable as regards wages, hours of labor, etc., for its members, every member contributing a stated sum to be used primarily for defense and insurance purposes. The term as used in this report therefore embraces not only those bodies of workmen ordinarily known as "trade unions," but other organized bodies of workmen who prefer to be known as "associations" or "assemblies." Nor is this term confined to bodies having a direct membership, but it is intended to include those other associative units which for convenience we have designated as "delegate organizations" and which consist merely of "delegates" or "representatives" from a group of local trade unions. These "delegate organizations" include State and district councils, local councils, and central labor unions.

Owing to the fact that certain of the inquiries on our schedule were not applicable to each of the organizations addressed, and because of the reluctance of a very small number of organizations to supply information of a confidential character, the returns with respect to any single inquiry considered herein are not claimed to be exhaustive; nevertheless those presented cover in each case such a large proportion of the entire number of existing organizations that they may be taken as properly representative of the full quota of organized labor in the Commonwealth.

The results of the inquiry relative to membership may be cited as an illustration of the degree of exhaustiveness of the returns presented. It is gratifying to state that as the work — which was performed in quarterly instalments — proceeded the number of

organizations answering this inquiry rapidly increased, until finally it was possible to state the aggregate membership of all but 84 of the total of 1,256 local organizations known to exist in Massachusetts on December 31, 1908. A corresponding increase in the number of replies to other inquiries indicates a more and more cordial attitude on the part of the officials addressed, a direct result, we believe, of the interest awakened by the quarterly reports of employment published in the Labor Bulletin, copies of which were sent to those organizations manifesting a disposition to co-operate with the Bureau in this new line of work.

So far as possible, in presenting the matter in this report, the returns are those which were furnished as of the date, December 31, 1908. In some instances, owing to the failure or inability of certain organizations to furnish the returns as of that date, the data as submitted at the end of the next earlier quarter of the year have been taken, since it seemed advisable to use the earlier returns rather than to leave the organization altogether out of consideration. Proper reference to such variation in the date of returns is made in the detailed consideration of the several inquiries.

The statistical tables dealing with details are given on pages 188 to 216. The introductory pages of this report are devoted to:

- I. Definitions and Explanation of Terms.
- II. Existing Statistics of Trade Unions in the United States and the United Kingdom.
- III. The Relation between International and Local Unions.
- IV. Analysis:
 1. Number and Membership.
 - (a) Introductory.
 - (b) Number of Labor Organizations, 1904-1908.
 - (c) General Statistics of Number and Membership and Distribution by Localities.
 - (d) Distribution by Trades.
 - (e) Women in Trade Unions.
 - (f) Membership of the Largest Unions.
 - (g) Number of Local Delegate Organizations.
 - (h) Number of State and District Organizations.
 2. Officers of Local Unions.

IV. Analysis — Con.

3. Finances.
 - (a) Introductory.
 - (b) Dues.
 - (c) Initiation Fees.
 - (d) Reinstatement Fees.
 - (e) Taxes paid by Local Unions to Local Delegate Organizations.
 - (f) Charter Fees.
 - (g) Per Capita "Taxes."
 - (h) Funds.
4. Insurance Benefits.
 - (a) Introductory.
 - (b) Payments by International Organizations.
 - (c) Payments by Local Unions.
5. Wages.
6. Hours of Labor and Holidays.
 - (a) Historical.
 - (b) Policy of American Trade Unions.
 - (c) Overtime Work.
 - (d) Holidays.
7. Agreements and Working Rules.
 - (a) Introductory.
 - (b) Inquiries on Schedules.
 - (c) Agreements reported by Local Unions.
 - (d) Agreements reported by Delegate Organizations.
8. Employment.
9. Dates of Organization.
 - (a) Local Unions.
 - (b) Local Delegate Organizations.
 - (c) State and District Organizations.
 - (d) Early Labor Organizations.
10. Time of Meeting.

I.

DEFINITIONS AND EXPLANATION OF TERMS.

There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national* or *international*.

(a) The *local* trade union, properly so-called, is composed of the wage-earners in a single occupation who live and work in a single locality, and its business is authorized by direct vote of the members at formal meetings. Some locals have subordinate departments, such as the “chapels” of the printers or the “shop crews” of other trades. In localities where there is no local union the workers often attach themselves to the nearest local elsewhere, although they may not be able to take part in its deliberations. “Federal labor unions” have been organized by the American Federation of Labor in some localities where there are not enough members of separate crafts to form a local of the regular type, into which all wage-earners, whose occupations do not make them eligible to membership in any trade union in the locality, are welcomed. The term “local union” is often abbreviated to “local” in trade union circles, and is so used in this report.

(b) The *delegate* unions include those purely representative bodies variously known as central labor unions, district councils, and joint executive boards. The function of such bodies is to make possible concerted action by the local unions in particular trades or localities through delegates elected by the locals for the purpose of considering matters of common interest. Nearly every city and several of the towns in the State have central organizations of this character.

(c) The *national* and *international* unions are practically the same, the only distinction being that the latter may have locals not only in the United States, but also in Canada, and, in a few cases, in Mexico. Both organizations are made up of local unions with more or less complete autonomy, and which join in one way or another in the government of the general body. In this report the word “international” is used to include both national and international unions. The great majority of the internationals are banded together in the

American Federation of Labor. The other principal federal organizations are the Knights of Labor, the several railroad organizations, and the Industrial Workers of the World. Efforts have been made at various times to establish an alliance of the national unions in related trades, the principal ones being, at the present time, the Building Trades Department and the Metal Trades Department of the American Federation of Labor, and the triple alliance of the International Typographical Union, the International Printing Pressmen and Assistants' Union, and the International Brotherhood of Bookbinders.

While there is, unfortunately, considerable looseness in the general use of the fundamental terms connected with the methods of collective bargaining and arbitration, there are, strictly speaking, clear distinctions between (d) collective bargaining, (e) mediation, (f) conciliation, and (g) arbitration.

(d) *Collective bargaining* is the process by which the general terms of the labor contract itself, whether the contract be written or oral, are determined by negotiation directly between employers or employers' associations and organized workingmen.

(e) *Mediation* is the intervention, usually uninvited, of some outside person or body, with a view to bringing the parties to a dispute together in conciliatory conferences.

(f) *Conciliation* is the settlement, by the parties directly, of minor disputes, as to the interpretation of the terms of the labor contract, and as to whether that contract be an express one or only a general understanding.

(g) *Arbitration* is the authoritative decision by some person or persons other than the parties immediately concerned to whom the issue involved has usually been submitted.

Arbitration in the strict sense implies the rendering of an authoritative decision. Conciliation and collective bargaining imply amicable conference and agreement by the parties themselves. Mediation is only a preliminary to the settlement of a dispute. Through the intervention of a mediator the parties may be led to conciliate — that is, to reach an agreement among themselves — or they may be led to submit the matter to the arbitration of the person who mediates or to some other person.

II.

EXISTING STATISTICS OF TRADE UNIONS IN THE UNITED STATES AND THE UNITED KINGDOM.

There are no comprehensive statistics of trade unions covering the United States as a whole, although several State bureaus of labor statistics have given some attention to the matter. Certain foreign countries, on the other hand, have accumulated valuable statistics of this character. The principal reason for the deficiency in the United States lies in the differences between the methods of organization of unions in this country and in foreign countries. The trade unions of Great Britain, for instance, while not compelled, are induced, by the granting of valuable privileges, especially the protection of funds, to become registered, and every registered union is required to file annual statements, showing receipts and expenditures, assets and liabilities, and giving separately the amounts expended for each of the several objects of the union. Statistics of membership, although not required, are customarily given by the union. The Labour Department of the Board of Trade, being regularly concerned with the collection of trade-union statistics, has been very successful in gathering statistics of those unions which are not registered. At the end of 1907, 523 unions, with 1,873,127 members, were registered under the law in Great Britain, while 650 others, with a membership of 533,619, which were not registered, also made reports to the Labour Department of the Board of Trade.¹

The New York Department of Labor has thus far published the most comprehensive data of trade unions of any State in this country, its series of official statistics of this character beginning with 1894.

The collection of trade union financial statistics is much more difficult in this country than in Great Britain because of the differences in the form of organization. The British unions turn all receipts of their local branches into a common fund, and the returns cover all the financial operations of the local bodies. Few of the international unions in the United States are organized on this plan, the great majority of the local treasuries being entirely independent of the international organization. Moreover, a large majority of American internationals classify their financial opera-

¹ Labour Department, British Board of Trade: Report on Trade Unions in 1905-1907.

tions so differently that it is impossible to present statistics of this nature. For example, out-of-work benefits, which constitute the largest expenditures of British unions, are, in the case of American unions, paid in a few instances by the international organizations, but in most cases by the locals; thus one American international may report many sick and death benefits, while another may report none, yet the members of the second may actually have expended as much for these forms of insurance as the first.

Since 1897 the American Federation of Labor has published statistics of membership of that large organization, but it would not be justifiable to present them as approximations to the aggregate membership of trade unions in the United States, since this Federation does not include all of the organized workingmen in the United States.¹ The representation in its conventions, the basis used for calculations, does not even accurately represent the membership of the Federation.²

¹ The paid up membership of the American Federation alone in 1908, as reported in the Proceedings of the Twenty-Eighth Annual Convention of that body (page 63), was 1,586,885. To this total should be added the membership of six railroad organizations, the Western Federation of Miners, the Knights of Labor, and several other organizations not affiliated with the American Federation, in order to determine the total membership of organized labor in the United States.

² The national and local unions of the American Federation of Labor are entitled to one vote in the convention for each 100 members or majority fraction thereof for whom the organization has paid a per capita tax during the preceding year. The whole number of votes, which the delegates are entitled to cast in the convention, multiplied by 100 may be assumed to be a little more than the number of members for which per capita tax has been paid. Some small locals of less than 100 members are represented in the convention, but many more, large and small, are unrepresented. The per capita tax is paid for only members in good standing, i.e., those members whose dues are paid for some definite period. The number of members in good standing at any moment is therefore smaller than the actual number of members who contribute their force and their money to the organization.

III.

THE RELATION BETWEEN INTERNATIONAL AND LOCAL UNIONS.

From the historical point of view the local union was the first type of labor organization. The great international organizations were built up by the alliance for mutual encouragement and support of existing local unions. At the present time it is seldom attempted to build international unions in any other way than by uniting existing locals.

The printers were probably the first of the trade unions in the United States to form a national organization, the convention out of which the International Typographical Union grew having been held on December 2, 1850. The national association of stonecutters may possibly be as old, or older, but the exact date of its origin is not known. It had an established position and a regularly published official journal as early as 1857. The United Sons of Vulcan, one of the predecessors of the Amalgamated Association of Iron, Steel, and Tin Workers, was formed in 1858, the Iron Molders' Union in 1859, and the National Cigar Makers' Union in 1864.

The local union preceded the national by nearly half a century, the New York Society of Journeymen Shipwrights having been incorporated in 1803 and the house carpenters of New York in 1806.¹ We have been unable to learn, however, in how far the aims and methods of these societies coincided with those of the present-day trade unions. A union of tailors is said to have been formed in 1806, one of hatters in 1819, the Baltimore union of printers in 1831, and the Newark union of Stonecutters in 1834.²

In Great Britain local unions of tailors and of weavers were in existence in the early part of the eighteenth century, and by the year 1800 the movement had grown considerably. National unions, however, even in Great Britain, were not in vogue until the nineteenth century. The Friendly Society of Iron Founders, which now has 19,501 members, was established in 1809; the United Boiler Makers and Iron and Steel Ship Builders, whose present membership is 52,776, in 1834. The two British unions which have branches in

¹ George E. McNeill; *The Labor Movement*, p. 337.

² *Ibid.*, pp. 71, 86.

this country — the Amalgamated Society of Engineers and the Amalgamated Society of Carpenters and Joiners — were established in their present form in 1851 and 1860, respectively. The former has a total membership of 110,084, the latter of 68,735.¹

Although the local union was historically the first form of organization a very large proportion of the local unions which exist to-day, and a larger proportion of those which from day to day come into existence, are, in fact, the offspring of national organizations. Some of the stronger national unions maintain regularly paid organizers, who devote either the whole or some portion of their time to traveling from place to place for the purpose of encouraging and strengthening existing locals of their trade and establishing new locals.

The American Federation of Labor has 1,046 general organizers bearing its commission, in all parts of the country, who are more or less constantly active in the neighborhood of their homes in organizing not only the workmen of their own trades, but those in other trades as well. During 1908 the Federation kept in the field, upon the average, some 25 special organizers under salary. A portion of the time of these men is devoted to the settlement of disputes, the supervision of strikes, and other work of maintenance and conservation, but their energies are chiefly directed to bringing the unorganized into the union ranks, and especially to the establishment of new local unions where there has been no organization of the crafts concerned.

The local trade union, properly so called, is composed of men of a single occupation. There are also workers who can not well be brought into unions of the regular type, because not enough members of their separate crafts can be gathered. The Knights of Labor set the example of forming "mixed assemblies," composed of workers in various industries. The American Federation of Labor has also found it desirable to adopt this method of organization, for the purpose of absorbing those workmen whom it would be impossible to organize otherwise, and has established in many localities "federal labor unions," into which are welcomed all wage-earners whose occupations do not make them eligible to any trade union in the town. Some of these federal unions have become large and flourishing

¹ Labour Department, British Board of Trade: Report on Trade Unions in 1905-1907.

bodies, although it is not desired to secure for them a large permanent membership. They are regarded rather as recruiting stations from which each class of workers, as soon as enough members of it have been gathered to form a separate union, are to be drawn off to an independent organization of their own.

The constitutions of national unions usually provide that local unions may be established by not less than five or seven or ten workers at the occupation. It is often also provided that the local can not be dissolved so long as a given number of members, usually the same number that is required for establishing it, are willing to retain the charter. In many cases, when a local already exists, its consent must be obtained before a second can be established or if it objects the general executive board of the international often has power to overrule its objections.

Each local union, even when subordinate to an international organization, is a self-governing unit. Its theoretical relation to the international body is similar to that of one of our States to the United States. The local body has power to do anything which is not specifically forbidden in the international constitution. Rates of wages, are, of necessity, matters of local consideration in almost all trades. Hours of labor are also fixed locally, in most trades, according to local conditions. The regulation of apprenticeship is left by many international unions to the locals, and even when international rules are made the locals often make further restrictions. A few international unions fix initiation fees and dues, but in many cases the locals fix them, either without any restriction or subject to a maximum or a minimum limit. Locals levy assessments upon their members, and inflict fines and other forms of discipline. Hardly any restriction is placed upon the power to collect local assessments, except that in a few cases it is forbidden to raise them to support strikes unauthorized by the international officers. In the matter of discipline there is usually an appeal to the international authorities, and a few international unions forbid the imposition of a fine above a certain amount without the approval of the international executive board. Usually, however, the local unions are vested with almost complete local autonomy.

In answer to the inquiries of the Bureau of Statistics, reports were received from all except four of the 113 international organizations which had chartered locals in Massachusetts. These reports

were received in June, 1908, with the exception of a few reports received later in the year. Among other facts the internationals reported the total number of its chartered locals and the number of such locals in Massachusetts.

The aggregate number of chartered locals of the 109 organizations reporting (including 612¹ directly affiliated locals of the American Federation of Labor) was 26,854, of which number 1,304,² or 4.86 per cent, were in Massachusetts. The number of locals affiliated either directly or indirectly with the American Federation of Labor (as reported by this Federation and by 85 out of 88 of its affiliated internationals which had chartered locals in Massachusetts) was 20,371, of which number, 1,078, or 5.29 per cent, were in Massachusetts. According to returns published under date of May 4, 1908,³ the total number of national and international unions affiliated with the American Federation of Labor was 116, representing approximately 27,000 unions.

The internationals having each more than 30 chartered locals in Massachusetts were the following: United Brotherhood of Carpenters and Joiners, 131; Brotherhood of Painters, Decorators, and Paperhangers, 66; Boot and Shoe Workers Union, 60; Bricklayers and Masons International Union, 50; International Brotherhood of Teamsters, 44; United Textile Workers, 41; Hotel and Restaurant Employees International Alliance and Bartenders International League, 38; and Retail Clerks International Protective Association, 35. These eight internationals included 465, or 35.66 per cent of the total number (1,304) of local unions in Massachusetts affiliated with the 109 internationals reporting.

It must not be assumed that the number of unions as classified under each occupation elsewhere in this report represents invariably the number of locals in Massachusetts affiliated with any national or international organization having jurisdiction over that occupation, for in some cases one or more of these internationals conflict

¹ The locals affiliated *indirectly* with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such indirectly affiliated locals would be included twice in the aggregate.

² This number is somewhat larger than the actual number (1,256) of local unions found to be in existence at the end of December, 1908. Each of the locals enumerated by the internationals was communicated with either by mail or by a special agent of the Bureau, and it was found in some instances that unions which were reported by the international as being in existence in June 1908 had disbanded, the most of them since the report of the international was received, but in a few cases prior to the date of that report.

³ "List of Organizations Affiliated with the American Federation of Labor," page 1.

in their jurisdiction over the same occupation, while in other cases several closely related occupations may be under the jurisdiction of a single international. Bearing this caution in mind the reader will not be misled by the facts with reference to the affiliation of local unions as presented in Table VIII on pages 188 to 190, the detail of which is not in full agreement with the number of unions classified by trades in Table XI, on pages 193 to 195.

IV.

ANALYSIS.

1. NUMBER AND MEMBERSHIP.

(a) *Introductory.* — The prescribed qualifications for membership often include either present employment or some fixed length of service in the occupation which forms the field of the union. A relation can often be traced between the required length of service and the amount of technical skill required. Many locals require only that candidates for admission shall be actively employed at the craft; others demand further that they shall be of good moral character and competent to command standard wages.

In certain small-scale industries independent workers and small employers may be admitted to membership.¹ Some unions admit manufacturers who employ no journeymen. Working proprietors of small shops in certain industries may belong to some unions provided they conform to union rules and employ union members when they need help. On the other hand, while others admit small employers who do not belong to employers' associations, some unions specifically exclude all employers.

Several unions admit only persons who are citizens or who have declared their intention to become citizens. A few unions discriminate against foreigners in the matter of initiation fees. In the occupations in which both men and women work, both are usually admitted on equal terms. Some, however, admit only males, while others give women the advantage of lower initiation fees and lower dues. A few organizations exclude colored persons, while others forbid any distinction of race. Some receive colored persons but organize them in separate locals.

(b) *Number of Labor Organizations, 1904-1908.* — This Bureau has published annually, beginning with the year 1902, and with the exception of the year 1903, a Trade Union Directory, in which the endeavor was made to include all of the labor organizations existing in the Commonwealth at the time the directory was published. Using

¹ A remarkable instance of such a case was shown in a recent strike in which a member of a local union was also a member of the employers' association in the same industry in the same locality.

the last five directories¹ as a basis, a comparative statement has been compiled, showing by cities and towns the number of local unions in existence on December 31 of each of the five years, 1904 to 1908. In preparing this statement the five directories have been revised in accordance with recent investigations, and all organizations subsequently found to have been disbanded at the time the directory was published have been eliminated, and all organizations which have since been discovered to have been in existence at the time the respective directories were published, but which for lack of information at that time were not included, have been added. The revision of each directory was made on the basis of December 31 of each year because the Bureau has adopted that date as the date of future returns of this nature.²

The number of local unions and the number of local delegate organizations on December 31 of each of the five years, 1904 to 1908, are shown in the following table. For a detailed classification of local unions, by cities and towns and by counties, the reader is referred to Tables IX and X on pages 190 to 192.

TABLE I. — *Number of Local Unions and Local Delegate Organizations in Massachusetts on December 31 of Each Year, 1904-1908.*

YEARS.	Number of Local Unions	Number of Local Delegate Organizations	Totals
1904,	1,350	70	1,420
1905,	1,227	71	1,298
1906,	1,266	74	1,340
1907,	1,296	73	1,369
1908,	1,256	78	1,334

It appears that there has been no uniform increase or decrease in the number of local unions in the State during the past five years;

¹ The directory for 1902 has been disregarded in preparing this comparative statement because, owing to the fact that it was the first directory of this nature compiled by the Bureau, it is not deemed sufficiently exhaustive for comparative purposes. Furthermore, as no directory was issued in 1903, a continuous annual record for the period 1904 to 1908 only may be presented.

² In the directories issued prior to 1908 the local unions and local delegate organizations were not separately classified in the presentation by cities and towns, but in 1908 a segregation was made for the reason that the character of the local union differs essentially from that of the local delegate organization. (See page 146.) In the corrected statement here presented this distinction has been observed. Owing to the corrections made, as above indicated, the present statement of the total number of unions in existence at the end of each year specified varies somewhat from the returns based on the directories as published each year.

the largest number reported was 1,350 in 1904, and the smallest number was 1,227 in 1905. During the period of industrial depression, beginning in the latter part of 1907 and not fully ended at the close of 1908, a large number of unions either disbanded or amalgamated with other local organizations in the same locality, and there were comparatively few new unions organized during that period. The earlier part of the year 1907 was one of unusual prosperity, during which our records show that there was a strong movement for organization resulting in a net increase of organizations in that year. There has been but small variation in the number of local delegate organizations from year to year since 1904, the numbers ranging from 70 in 1904 to 78 in 1908.

In order to determine to what extent the local unions are distributed in the more thickly populated centres, the following tables have been prepared showing for each of the years specified the number and percentages of unions located in Boston, in the 32 other cities, in all cities in the State, in all towns, with totals for the State as a whole.

TABLE II. — *Number of Local Unions at the End of Each Year, 1904-1908:
By Locality Groups.*

LOCALITY GROUPS.	1904	1905	1906	1907	1908
The State.	1,350	1,227	1,266	1,296	1,256
Cities (32),	1,081	975	1,001	1,012	980
Boston,	272	262	266	260	241
32 other cities,	809	713	735	752	739
Towns,	269	252	265	284	276

TABLE III. — *Percentage of Local Unions at the End of Each Year, 1904-1908:
By Locality Groups.*

LOCALITY GROUPS.	1904	1905	1906	1907	1908
The State.	100.00	100.00	100.00	100.00	100.00
Cities (32),	80.07	79.48	79.07	78.09	78.03
Boston,	20.15	21.35	21.01	20.06	19.20
32 other cities,	59.92	58.11	58.06	58.03	58.83
Towns,	19.93	20.54	20.93	21.91	21.97

From the above table it appears that the distribution of unions by locality groups remained fairly constant during the five-year period considered, and that about one-fifth of the local unions had their head-

quarters in Boston each year. A slight increase each year in the percentage of unions located in the towns is to be noted.

Of the 78 local delegate organizations in the State in 1908, 66, or 84.62 per cent, were located in cities. This proportion varied but slightly during the period 1904 to 1908, the highest percentage being 85.71 in 1904 and the lowest 82.43 in 1906. Five cities (Everett, Medford, Melrose, Somerville, and Woburn) had no organizations of this nature during any of the years specified, and in only 19 of the 103 towns which had local unions during one or more of these years were there any local delegate organizations.

(c) *General Statistics of Number and Membership and Distribution by Localities.* — Of the 1,256 local unions existing in the Commonwealth on December 31, 1908, 1,172, or 93.31 per cent, reported an aggregate membership of 162,373.¹

In a consideration of the distribution of labor organizations by counties, Suffolk County ranks first both in point of number of unions and the total membership. Of the 1,256 unions in the State, 256, or 20.38 per cent, were in this county, while of the total membership reported, 63,621, or 39.18 per cent, are to be so accredited. Essex County, with 199 unions and a reported membership of 21,403, ranked second in both respects, the percentage of the total number of unions being 15.84 and of the total membership reported, 13.18.

In each of the 33 cities of the State and in 93 of the 321 towns there was at least one local union, leaving 228 towns not so represented. The headquarters of 241 unions, or 19.20 per cent of the entire number, were in Boston, this city far out-ranking all other cities in this respect. The city having the next largest number of unions was Worcester with 58, followed by Springfield with 57, Lawrence with 52, Brockton with 51, and Lynn with 50.

The total membership of the 800 local unions in the 18 leading cities of the State was 135,478, or 83.44 per cent of the entire membership of all unions reporting. Of the 241 unions in Boston, 228

¹ Using this aggregate as a basis, the estimated membership of the 1,256 local unions in Massachusetts is computed to be 174,010. This estimate is derived by adding to the aggregate membership reported by 1,172 unions the product of the number of unions not reporting and the average membership of the unions reporting. Thus the number of unions not reporting their membership was 84 and the average membership of the 1,172 unions reporting was 138.54. The product is 11,637, which added to 162,373 gives the entire estimated membership as 174,010. There is no reason to believe that the average membership of the unions not reporting varies greatly from that of the unions which did report inasmuch as the distribution of the unions failing to report is fairly uniform both as to locality and occupation.

reported a total membership of 62,389, or 38.42 per cent of the entire membership of all unions reporting. Brockton ranked second in point of membership, 50 out of 51 unions in that city reporting a total membership of 16,201. Then followed in order of membership reported: Lynn, 9,599; Fall River, 7,684; Springfield, 5,687; Worcester, 5,473; Lawrence, 4,141; Lowell, 4,062; New Bedford, 4,027; and Haverhill, 3,554.

While Boston led all other cities both in respect to the number of unions and the total membership reported, Brockton ranked first in respect to average membership of unions reporting, the average for this city being approximately 324. This large average membership of the local unions in Brockton is due to the large boot and shoe workers' unions there. The average membership of local unions in other cities was Boston, 274; Fall River, 247; Lynn, 196; Haverhill, 137; New Bedford, 134; Springfield, 105; and Lowell, 102.

(d) *Distribution by Trades.*¹ — In the *building trades* there were 333 unions, of which number 307 reported a membership of 25,409, or 15.65 per cent of the total membership in all trades. *Railroad* employees ranked second, with respect to the number of unions and third with respect to membership, 116 out of 121 unions having reported a total membership of 17,150, or 10.56 per cent of the aggregate membership reported in all trades. In the *boot and shoe trades*, 81 out of 82 unions reported a total membership of 29,644, or 18.32 per cent of the aggregate membership reported in all trades. In *cotton goods*, 38 of the 41 unions in the State reported a membership of 12,741. In the *iron and steel trades* there were 116 unions, and of these 110 reported a membership of 9,173. Of the 43 unions of *teamsters*, 39 unions reported a membership of 9,779.

The occupations in which there were 20 or more unions were, in the order of number of unions: Carpenters, 127; boot and shoe workers, 82; painters, decorators, and paperhangers, 57; bricklayers, masons, and plasterers, 55; stationary enginemen, 43; teamsters, 43; cotton mill operatives, 41; plumbers, 36; machinists, 32; municipal employees, 32; hod carriers and building laborers, 31; bartenders, 30; barbers, 29; musicians, 26; iron and brass molders, 25; garment workers, 21; railroad trainmen, 21; blacksmiths and horseshoers, 20; granite cutters, 20; and street and electric railway employees, 20.

¹ Statistical tables relating to number and membership may be found on pages 193 to 195.

On the basis of membership reported the leading occupations were: *Carpenters*, 11,810; *teamsters*, 9,779; *cotton weavers*, 5,200; *boot and shoe cutters*, 5,190; *stitchers*, 4,581; *painters*, 4,035; *bricklayers*, 3,965; *municipal employees*, 3,866; *cigarmakers*, 3,862; *musicians*, 3,851; *machinists*, 3,749; *railroad trainmen*, 3,673; *bartenders*, 3,368; *station agents and employees*, 3,210; *hod carriers and building laborers*, 3,105; *stationary enginemen*, 3,103; and *lasters*, 3,011. These 17 occupations, each including over 3,000 union members, embraced a total membership of 79,358, or 48.87 per cent of the total membership reported.

(e) *Women in Trade Unions.* — Of the 1,172 unions which made reports concerning their membership, which aggregated 162,373 members, 109 unions contained both sexes and five others were composed of women only. The number of women in these 114 unions was 10,122, or 6.23 per cent of the entire membership of all unions reporting. The membership of the five unions which were composed solely of women was 1,503. Of the 84 unions which failed to report, only nine may reasonably be supposed to have female members, hence the total number of women in all trade unions in the State would not vary greatly from the number reported by the 114 unions above considered.

The cities having the largest number of women in trade unions were: Fall River, 1,911; Boston, 1,596; Brockton, 1,548; Lynn, 793; New Bedford, 711; Lowell, 637; and Haverhill, 501.

Of the entire number of female trade unionists reported, 3,893, or 38.46 per cent, were boot and shoe workers and 3,457, or 34.15 per cent, were cotton mill operatives. The remaining 27.39 per cent included: cigarmakers and strippers, garment workers, retail clerks, musicians and actresses, hotel and restaurant employees, compositors, bookbinders, laundry workers, tailors and dressmakers, railroad telegraphers, etc.

(f) *Membership of the Largest Unions.* — Of the 1,172 unions reporting their membership, 786, or 67.06 per cent, had less than one hundred members each; 322, or 27.47 per cent, had a membership ranging between one hundred and five hundred; 38, between five hundred and one thousand; 16, between one thousand and fifteen hundred; four, between fifteen hundred and two thousand; and six had each 2,000 members or over. The membership of the largest union was 3,100, and of the next largest, approximately 3,000.

Of the 24 unions having each a membership of 1,000 or over, 13 had their headquarters in Boston and five in Brockton; the other six were located in four other cities and towns. Nine of these 24 unions were unions of boot and shoe workers, four of teamsters, two of textile workers; the other nine unions were distributed among as many occupations.

(g) *Number of Local Delegate Organizations.* — The term "Local Delegate Organizations" as defined in the introduction to this report includes central labor unions, local councils, and joint executive boards. The number of such organizations in 1908 was 78, of which 33 were central labor unions and the remainder were local councils in a definite group of trades, such as the building trades, the boot and shoe trades, textile trades, allied printing trades, etc. Of these 78 organizations, 16 were in Boston; five in Brockton; four each in Fall River, Lowell, Lynn, Springfield, and Worcester; the others were located in 29 other cities and towns. Thus organizations of this character were confined to 36 localities, of which 24 were cities and 12 were towns.

The function of each of these organizations is to make possible concerted action by a number of individual unions in a single locality. The influence of these several delegate organizations is determined largely by the number and membership of the local unions represented by them. The membership of the local delegate organization is of itself a purely arbitrary one, depending upon the number of delegates which represent each union associated in its organization. A statement showing the total number of members of the 78 local delegate organizations in the State, would, therefore, be of no significance whatever, nor would it be proper to add the number of such representatives to the membership of the local unions, inasmuch as the delegates are already enumerated within the membership of the unions which they represent.

(h) *Number of State and District Organizations.* — In addition to the local unions and the local delegate organizations there were 54 State and district organizations having representative functions like the local delegate organizations but covering a larger field. These 54 organizations included 10 district councils of carpenters, three district councils of painters, seven councils of other building trades, five machinists' district councils, two district councils of

blacksmiths and helpers, two car workers' trades councils, two district assemblies of the Knights of Labor, and 23 other State and district organizations.

2. OFFICERS OF LOCAL UNIONS.

The chief officers of the local union are the business agent, or, as he was formerly more generally called, the walking delegate; the president; and the secretary, or more commonly two or three secretaries, — a recording secretary, a corresponding secretary, and a financial secretary. The financial secretary, where he exists, collects the dues of the members. In some locals he keeps the funds and makes disbursements ordered by the union, and in other locals there is a separate treasurer to whom the financial secretary turns over his collections. In some locals there is an executive committee, which has general supervision, subject to the action of the union as a whole, of union affairs, but this is somewhat unusual. In general, every question, from the ordering of a strike to the buying of an account book, is decided by vote of the members in full meeting.

The one position in which a somewhat high degree of specialized executive ability may sometimes be developed is that of the business agent. He is usually elected for six months only, and while he may be re-elected and may even hold the place for several terms, it is not the general disposition of the unions to make his position permanent. He is the representative of the union, in dealing with employers, to obtain redress of grievances and to see that union rules are observed, in finding work for unemployed members, in maintaining the fidelity of members and collecting their dues, and in the gaining of recruits from among unorganized members of the trade. The office of business agent exists only in a minority of locals. A local must have considerable strength before it can afford the expense, and in many trades the need is hardly felt. The office plays an especially large part in the building trades.

As the representative of the union in dealing with employers the business agent is not infrequently able to bring the organization, without previous consent of the members, into positions from which it can not easily retreat. In some unions he has power to order strikes. Even when this power is not formally granted his advice to quit work will often produce the same effect. On the other hand

the business agent may sometimes take it upon himself without authority to make agreements with employers on behalf of the union, and when a union repudiates such an agreement the employer is likely to blame the union and to consider that it has violated its obligations. So long as he holds his place, therefore, the business agent has a large power for good or evil.

The local officers, except the business agents, are not expected to devote regular working time to the affairs of the union, and their pay, when they receive any, is small. Business agents often receive the regular rate of wages of their trade, although the compensation is sometimes fixed a little higher.

The inquiry blank sent by the Bureau to the local unions and to the local delegate organizations called for the name and address of the business agent. In order to determine how generally the practice prevailed of employing business agents the following table has been prepared, showing, in the case of the local unions and of the local delegate organizations, the number of unions represented by business agents and the number not so represented, also, in each case, the percentage having business agents of the total number of unions which answered this inquiry:

TABLE IV. — *Employment of Business Agents.*

CLASSIFICATION.	LOCAL UNIONS		DELEGATE ORGANIZATIONS		AGGREGATES	
	Number	Percentages	Number	Percentages	Number	Percentages
Unions represented by business agents,	467	38.12	44	34.11	511	37.74
Unions <i>not</i> represented by business agents,	758	61.88	85	65.89	843	62.26
Number of unions answering inquiry,	1,225	100.00	129	100.00	1,354	100.00

The larger organizations are, as a rule, found in the cities, and it is manifestly out of the question for the smaller unions, chiefly those in small towns, to employ one man who shall devote his entire time to the interests of the organization, and accordingly unions in this class are not so represented. In a number of cases, however, the president or financial secretary or some other officer of the organization serves in the capacity of business agent, devoting such portion of his time to work of that nature as he can conveniently spare from his regular employment. The classification in detail

by occupations and by location of these unions employing business agents would be of interest, but space permits only a general consideration of this subject. The majority of the organizations which employ business agents are in building trades, and, as we have above stated, are found in the cities.

In a number of instances the same business agent is employed by several unions, so that the conclusion can not properly be drawn that there are as many business agents as there are unions employing business agents. As a matter of fact the number of individual business agents would probably be considerably less. For instance, in one city there are nine unions of boot and shoe workers which employ jointly one business agent and one secretary; in another city, five unions are jointly represented by a single business agent; and there are many instances in which two or three unions employ jointly one business agent.

3. FINANCES.

(a) *Introductory.*—Speaking of the finances of labor organizations, Sidney and Beatrice Webb¹ have remarked that “In the majority of the trade unions of Great Britain there seems to be a complete community of funds between the local branches. When the local clubs in that country began to draw together into national unions it was assumed, as a matter of course, that any money in possession of any branch was available for the needs of any other branch. Before a central authority was established, the several local bodies were expected spontaneously to send their surplus moneys to the aid of any district engaged in a strike. When there came to be a common treasury the local treasuries were treated as parts of it, and as collectively composing it. This involves, of course, uniform contributions from all the members throughout the organization.”

The financial evolution of the American trade unions has been different. National treasuries have been established, not by the assumption of centralized control over the local treasuries, but by exacting a definite contribution from each local union, in proportion to its membership, and placing the resulting fund in the immediate possession of the national officers. In many of our national trade unions each local is substantially as free to fix the payments

¹ *Industrial Democracy*, pp. 90-95.

of its own members as if it had no connection with the national body. The regular methods by which the national organization replenishes its treasury are a charter fee on the organization of new locals, and a per capita tax of so much a week or a month levied on the locals in proportion to their membership. In some unions a part of each initiation fee is also payable to the national treasury. Another very common source of revenue is the profit made on the sale of stationery and supplies to the locals. It is a common practice to require the locals to buy all their stationery from the central office, and the profit on it is, in some cases, considerable. Power to levy special assessments in emergencies is usually given to the executive board, although it is sometimes reserved to the membership at large, acting through the referendum. It is more often used to support strikes, but sometimes to provide funds for other purposes, such as sick and death benefits.

It is not unusual to prescribe in the national constitution a minimum amount for local dues, and a minimum or a maximum for the initiation fee. The maximum initiation fee is sometimes fixed to restrict the tendency of local organizations, when they have a good local control of the trade, to make the initiation fee almost prohibitory, in the hope of increasing the amount of employment for those who are already members. The minimum initiation fee and the minimum periodical dues are often fixed to insure adequate support of the local treasuries. Maximum dues may be, but are rarely, prescribed.

Three questions on the schedule sent to local unions referred respectively to the amount of dues, initiation fees, and reinstatement fees paid by the individual members. The returns received varied greatly as to the amount and method of payment of such dues and fees established by the individual unions, but there was found to be a sufficient uniformity to justify the tabulation of the returns received in answer to each inquiry.

(b) *Dues.* — Explicit information in answer to the inquiry regarding the amount of dues paid by members of local unions was furnished by 867 unions. These returns showed that monthly payments of dues were made by the members of 596 local unions, or 68.74 per cent of the total number furnishing explicit information; 169 unions required weekly payments; 88 required annual payment;

13, quarterly; and one semi-annual payments. The local dues varied greatly in amount, partly with the earnings of the trade, but more with the degree of organization of the union and the number and amount of the benefits paid by it. The most prevalent range of local dues was from 25 cents to 50 cents a month. The most popular rate was 50 cents a month, adopted by 231 unions, followed by the monthly rate of 75 cents adopted by 82 unions; 25 cents a month by 80 unions; 25 cents a week by 58 unions; 60 cents a month by 50 unions, and one dollar a month by 47 unions. Other definite rates were paid by less than 25 unions in each case. By 34 local unions a system of graded rates, based on classes of membership within the individual union, was in operation, and for three unions the dues paid consisted of a percentage of the earnings of individual members. The highest specific dues charged (all rates having been reduced to an annual basis for comparison) was \$26 a year, represented by four unions, of which the dues in each case were 50 cents a week. Considerably more than one-half the unions reported dues charged amounting to \$6 a year or over for each member.

(c) *Initiation Fees.* — Information in answer to this inquiry was received from 905 local unions. The most prevalent rates of initiation fees ranged from \$1 to \$10. There were 182, or 20.11 per cent of the locals reporting, which stated that new members were required to pay an initiation fee of \$5; \$10 by 140 unions; a fee of \$1 was imposed by 137 unions; \$3 by 91 unions; \$2 by 84 unions; \$25 by 54 unions; and \$15 by 42 unions. Graded fees, based on the class of membership to which the new member might be admitted, were imposed by 50 unions. The highest fee imposed by an individual union was \$100, and the next highest was \$75. Thirteen unions imposed no initiation fee whatever, and for eight others the fee was 50 cents or less.

In some cases the initiation fee or the dues, or both, are made lower for women than for men, when both are admitted to the union. In other cases, where men of different earning powers are admitted, the dues are graded, as in the case of unions which admit both journeymen and helpers, where the admission fees for the helpers are generally lower than are those for the journeymen.

(d) *Reinstatement Fees.* — The principal means of enforcing the payment of dues is, of course, the suspension or the dropping of delinquent members from the union. In most cases members are

liable to suspension when they are in arrears for from three to six months' dues. The international may suspend a local or cancel its charter if its per capita tax or assessments fall behind for a period which varies in different organizations from two months to a year, but which is generally placed at six months. In practice, however, neither the suspension of the individual union nor that of the local is likely to be sharply enforced, as it is the desire of the organization to retain members, not to get rid of them. If there is any reasonable excuse for delay of payment, officials are likely to act in a lenient manner.

Of the 857 local unions which reported as to reinstatement fees, 563, or 65.69 per cent, required former members upon reinstatement to pay a specific fee, while 222 unions employed varying methods for determining the amount of the fee, and 72 required no fee whatever.

A definite reinstatement fee of \$1 was imposed by 106 locals, \$5 by 78 locals, \$10 by 77, \$3 by 67, \$2 by 62, \$15 by 24, \$25 by 17, \$20 by 13, \$4 by seven, and \$50 by two locals. A fee of 50 cents or less was required by 11 locals, and other specific fees not above mentioned were required by 99 unions.

Of those locals which employed varying methods for determining the amount of the fee, 82 required the payment of back dues¹ only, 54 required the payment of a regular fee in addition to back dues, and 25 imposed graded fees. In 32 locals the amount of the fee was determined by vote of the union in individual cases, and in 29 locals other methods of determining the amount of the fee were employed.

(e) *Taxes Paid by Local Unions to Local Delegate Organizations.*

— The local delegate organizations are supported by taxes levied upon the local unions respectively affiliated therewith, the amount to be paid by each local being determined by various methods. Of the 65 local delegate organizations which answered the inquiry with reference to the taxes which their affiliated locals paid, 33, or 50.77 per cent, reported that a per capita tax was levied on each of its affiliated locals, 27 received a specific amount from each affiliated local (being uniform for all locals affiliated with an individual delegate

¹ By the term "back dues" is meant the amount of dues remaining unpaid at the time the member severed his connection with the union, including also all accrued dues since that time. The payment of such dues places such member on the same financial basis as though he had remained in continuous membership.

organization but ranging from 50 cents a month to \$5 a quarter for locals affiliated with different delegate organizations), while graded assessments were received by five delegate organizations. The expenses of the delegate organizations are usually very moderate, for the reason that the larger expenses such as strike benefits, sick benefits, donations, etc., are paid in most cases by the internationals or by the individual locals. Accordingly no large financial burden rests upon the local unions as a result of the assessments paid to the local delegate organizations which represent their local trade interests.

(f) *Charter Fees.* — The charter fee collected by the general treasury upon the organization of a new local is from \$5 upward. Possibly the commonest amount is \$15. The charter fee usually includes provision for a complete outfit of books and stationery, including a seal. The cost of such an outfit to the local may not fall much short of \$5.

(g) *Per Capita "Taxes."* — Besides the per capita "dues or taxes" paid to local delegate organizations previously mentioned, local unions are required to pay a per capita tax to the international organization. The amount of these taxes varies from 2½ to 50 cents a month and appears to be determined less by the ability of the individual members to pay than by the strength of the organization and the degree in which the system of benefit payments has been developed. In a few cases the per capita tax is graded according to the wages of the members.

Several international unions have uniform initiation fees, and either treat the total receipts substantially as a common fund or divide them between the international and local treasuries according to some fixed rule. Since the payments to the international treasurer are, in most organizations, in the form of a tax upon the local union, the local officers are inclined to make it as small as possible. If there is any excuse for considering a member out of good standing he is likely not to be counted as a member for purposes of tax paying. Partly to obviate this policy of tax dodging, a considerable number of internationals have adopted the use of adhesive stamps as evidence of payment of the amounts due from the members to the international treasury. Other unions, which have not uniform dues, but whose international treasuries are supported in the usual way

by a per capita tax, issue stamps for the payments to the international treasury only.

(h) *Funds*. — The great accumulations of some of the British trade unions, amounting in some cases to a million dollars or more, have no parallel in America. Very few unions, with the exception of the larger railroad labor organizations and the Cigar-makers' International Union, have more than a moderate amount of available cash. Under these circumstances the chief resources of the unions when trouble occurs are voluntary contributions and assessments, which in some instances are a more important source of revenue than might be supposed. In some unions all the receipts of the international treasury go into one general fund. In others they are divided into special funds for particular purposes. The two most conspicuous special funds are those respectively for strikes and sick and death benefits. Certain portions of the receipts are sometimes set aside for other purposes, such as the payment of various insurance benefits, the support of an official journal, and the payment of the expenses of conventions.

The financial officers of the international unions are generally required to give bonds signed by some surety company. It is very common also to limit the amount of money which the secretary or treasurer may retain in his hands, and to require that all above a certain small maximum be deposited in some bank.

4. INSURANCE BENEFITS.

(a) *Introductory*. — The trade union does not stand on the same basis in the provision of insurance as organizations with which the provisions of insurance are primary considerations. The payments to be made by the union depend upon its current rules, and those rules may at any time be changed. The scale of contributions and benefits may at any time be altered, even to the extent of abolishing benefits altogether. After a man has for years made his contributions on a high scale, the benefits which he has helped to pay to others may thus be cut off, by vote of the members, from him and his heirs. Even if the rules are not altered, one who has contributed to the sick and death funds for a lifetime may at any moment be expelled and forfeit all claims, for reasons quite unconnected with insurance against death or against sickness. He has no appeal from

the decision of his fellow-members. Moreover, if the union has accumulated a fund, presumably available for the payment of insurance liabilities, it may at any moment be disbursed for the support of a strike.

Mr. and Mrs. Webb mention ¹ four chief considerations which lead experienced trade union officials in Great Britain to advocate allowances for sick and superannuated members: (1) The promise of these benefits is a direct aid in getting new recruits and in maintaining the enthusiasm and loyalty of members. (2) When, as is usually the case, the whole contribution goes into a common fund, it gives an additional financial reserve, which can be used to support the union's trade policy in time of need, and replaced as opportunity permits. (3) The losses entailed by expulsion furnish an additional means of discipline, and of enforcing upon all the decisions of the majority. (4) The provision of a channel through which accumulated funds may flow back to the members, other than as strike benefits, tends to increase the conservatism of the members in trade disputes. When there is a considerable reserve, for which there is no visible use, the men are likely to quit work for almost any reason and use up the money.

The last consideration plays no great part in determining the policy of American unions or the desires of their officers. With rare exceptions our unions do not accumulate enough money to constitute an important incentive to strike. The other points, however, appear to be as important in America as in Great Britain, and they determine the attitude of many of the most progressive labor leaders. In particular, the value of an extensive benefit system in attracting new members and in holding old ones is constantly brought forward.²

The general opinion of the union leaders seems to favor an extensive system of benefits. But extended benefits necessitate high dues; and the rank and file of most unions have not yet been convinced that they are worth the cost. National officers often urge on the members the need of accumulated funds to support strikes and the desirability of provision for insurance benefits of various kinds, but actual advance has been made but slowly.

¹ Industrial Democracy, pp. 158, 159.

² Some authorities, on the contrary, claim that beneficiary features are of but little, if any, influence in retaining or increasing membership. In any case they are only one of several factors which may serve to attract or retain members.

Beneficiary functions, on which the early local labor organizations in America laid great stress, have in later years been largely assumed by the international organizations with which the locals are affiliated. While the local unions have their independent treasuries, the funds in their custody are held more often for other than beneficiary purposes. In many instances the internationals reserve exclusively certain beneficiary functions; in other instances the locals are permitted to pay similar benefits independently of the international; and in still other instances the locals pay classes of benefits which are in no measure provided by the international. In view of this lack of uniformity in method the whole subject of beneficiary features of American trade unions, in contrast with such features of unions in England and certain of the continental countries, is one of great complexity.

(b) *Payments by International Organizations.* — An idea of the importance of beneficiary functions as developed by certain international organizations in America may be gained by consideration of the reports made by those internationals which are affiliated with the American Federation of Labor.¹ The total benefits² paid to members of that Federation during the fiscal year 1907-1908, by the 64 affiliated international organizations which reported, amounted to \$2,144,395,³ an increase of \$305,389, or 14.24 per cent, over the total amount reported by the 66 affiliated unions for the previous fiscal year. Of the total amount paid during the fiscal year 1907-08, \$1,257,244 was paid as death benefits, \$593,541 as sick benefits, \$205,254 as unemployed benefits, \$51,094 as traveling benefits, \$31,390 as death benefits (members' wives), and \$5,872 as tool insurance. Of the 64 internationals, 61 reported payments of death benefits; 21, of sick benefits; 11, of unemployed benefits; and four each of death benefits (members' wives), traveling benefits, and tool insurance. The Cigarmakers International Union led with total payments amounting to \$491,310, followed by the Molders Union of North America with total payments of \$328,154; the United

¹ Proceedings of the Twenty-eighth Annual Convention, American Federation of Labor, page 52.

² Includes death benefits, sick benefits, traveling benefits, tool insurance and unemployed benefits, but does not include the defence fund and strike benefits raised by assessment and distributed by the American Federation of Labor. The payments for the defence fund during the year ending September 30, 1908, by the Federation amounted to \$12,124, of which amount \$4,712 was expended for the support of the Cigar Factory Strippers Union No. 8156 in Boston, Mass.

³ Cents are omitted throughout this consideration of payments by internationals.

Brotherhood of Carpenters and Joiners of America, \$262,457; and the Switchmen's Union of North America, \$135,600. None of the other organizations paid total benefits exceeding \$100,000. The aggregate payments of these four internationals amounted to \$1,217,521, or 56.77 per cent of the total amount paid by the 64 organizations which reported.

The largest amount paid in any class of benefits by any organization reporting was \$246,607, paid as death benefits¹ by the United Brotherhood of Carpenters and Joiners of America; the next largest amount was \$203,500, paid as death benefits¹ by the Cigarmakers International Union; followed by payments of \$186,881 as sick benefits by the Molders Union of North America; of \$173,506 as sick benefits by the Cigarmakers International Union; and of \$135,600 as death benefits by the Switchmen's Union of North America.

The above facts have reference only to the beneficiary operations of the internationals affiliated with the American Federation of Labor. In addition to these organizations there are several others, principally railroad organizations, which dispense large sums for beneficiary purposes. The facts as presented are, however, sufficient to illustrate the extent to which certain international organizations have developed beneficiary functions, and to show that the death and sick benefits are the most popular forms, leading both in respect to amounts paid and the number of internationals which are accustomed to pay such benefits.

(c) *Payments by Local Unions.* — No data showing the beneficiary payments made by local unions independently of their international organizations are immediately available. The difficulty of distinguishing between payments made by the internationals and those made by the locals independently of the internationals would necessitate a careful inspection of each individual report and a careful study of the constitution and by-laws of each local and international organization, and in some instances would involve further supplementary inquiries such as the Bureau can not at present undertake.

The schedule sent to the local unions contained this inquiry: "Does your *local* union pay any of the following classes of benefits? (Answer 'Yes' or 'No.')

Sick? Accident? Death? Out-of-

¹ Not including benefits on account of death of members' wives.

Work? Strike?" Although a special effort was made to determine the extent to which the local unions *independently* of the international with which they might be affiliated were accustomed to pay to their members benefits of the several classes mentioned, it was found on careful inspection of the individual reports already received that many of the local secretaries failed to observe the distinction between payment by the international and by the local independently of the international. While the returns in answer to this preliminary inquiry do not for this reason justify a full tabulation of the returns, it may be remarked that out of 1,256 local unions in the State, 937 answered the inquiry, and of this number 677, or 72.25 per cent, reported that they paid one or more of the classes of benefits specified, while 260 reported that they paid no benefits whatever. The fact is therefore established that *at least* 72.25 per cent of the local unions which answered the inquiry enjoy benefit features of one kind or another conducted either by the international or by the local independently. With the qualification stated, the returns also show that the death benefit was the most popular form being paid by 503 locals. Strike benefits were paid by 463 unions, sick benefits by 278 unions, accident benefits by 201 unions, and out-of-work benefits by 76 unions. One class of benefits only was paid by 226 unions, two classes by 200 unions, three classes by 137 unions, four classes by 83 unions, and all five classes by 31 unions. Thus out of 677 locals which reported the payment of at least one class of benefits, 451, or 66.62 per cent, paid more than one class, showing that there is a strong tendency toward the adoption of other classes of benefits when one class has proved effective.

In this State the cigarmakers appear to have developed the benefit system to the greatest extent. Of the 18 locals in the State, all of the 14 locals which answered the inquiry reported the adoption of death, sick, and strike benefit features, while 12 paid out-of-work benefits and four paid accident benefits.¹

¹ Death, sick, and out-of-work benefits are paid by the Cigarmakers' International Union. Cigarmakers' Union No. 97 of Boston, having a membership of 1,747, reports having distributed among its members, in 1908, \$9,044.25 in death benefits, \$9,321.59 in sick benefits, and \$15,385.00 in out-of-work benefits. These data are given here by special permission of this union. Without such permission this Bureau does not publish confidential returns made by individual unions.

5. WAGES.

It may perhaps be said that the establishment of a standard rate of wages is one of the primary objects of trade-union policy. The union exists to modify the condition of its members by making the contract of employment through a collective rather than an individual bargain. But if a single bargain is to determine the wages of a considerable number of men, the wages of each man must evidently be referable to a common standard. This same principle is observed by the employer, for although the small employer may make an independent bargain with each person who enters his employ, in every employment on a large scale workers are grouped into classes and their wages are regulated by a standard scale.

A standard rate of wages of a labor organization is not, however, a uniform wage for each member; it is intended to be a uniform compensation to all members for a like performance of similar duties. A large number of unions secure this uniformity of compensation by means of piece-work prices. When the union believes that time wages are the more effective means of maintaining the standard rate, the usual method is to adopt a minimum price, below which no member is allowed to work. The tendency of trade unions is against a classification of their members according to their efficiency, a fear being entertained that such a grading of wages might operate to demoralize the union and to undermine the spirit of friendship and comradeship which is essential to the prosperity of such organizations.

The minimum wage is not generally a uniform wage which members are forbidden to exceed, although some organizations do prohibit any departure from the established rate. In most unions the minimum wage is the actual wage of practically all the men, although in some strong unions the faster and more skilful men sometimes get wages materially above the union rate.

Standard rates of wages are fixed in almost all trades by the local bodies, and not by the international organizations, although a few internationals have established general minima below which they forbid any local minimum to fall. As conditions become more uniform throughout the country, trades in which competition extends over broad areas are likely more and more to follow the

example of the few in which general scales of wages are adopted by joint boards in conventions of employers and employees.

There are necessarily a number of members, especially members of advanced years, to whom no employer is willing to pay the standard rate. In several organizations a separate consideration is made of each individual case, either by the local union as a whole or by a suitable committee of it, and an exceptional rate of wages is established for each such exceptional individual.

6. HOURS OF LABOR AND HOLIDAYS.

(a) *Historical.* — The English trade unions did not apparently begin to interest themselves in making the working day shorter or more regular until about the close of the eighteenth century. The larger proportion of workingmen were either employed at their homes or in small shops, and, within certain limits, were able to stop work at their pleasure. After the introduction of machinery the workingman was obliged to keep to his task. Machine production first developed in the cotton industry, and here it was that the first struggles took place for definitely fixing and for shortening the hours of labor. The agitation for legislation was directed primarily towards the interests of the women and children, although back of this there was the desire of the male workers to shorten their workday as well. At the present time the cotton operatives and the coal miners are among the most strenuous advocates in Great Britain of definitely limited and uniform hours of labor, chiefly because their industries are not protected by any system of apprenticeship, and because the beginning and the ending of their work do not depend upon their will, but, in the cotton mill, upon the starting and stopping of the engine, and in the mine, on the running of the cage.

The course of development of the movement for shorter hours has been somewhat different in the United States, and has been, on the whole, less affected by legislation than in Great Britain. The laws of Massachusetts, however, have effectively reduced the hours in many occupations to 58 a week. The legislative movement here was largely due to the action of the cotton operatives, and was directed towards the interests of the women and children. The eight-hour day has perhaps been obtained by as large a proportion of

workmen in the building trades as in any other important industrial group.

The Cigarmakers International Union has had a universal eight-hour day since 1886. The trade is not very highly paid and is subject to sweatshop competition. It is not easy to see any circumstances of the occupation itself which could either inspire the cigarmakers to demand a concession which scarcely any American workers had at that time obtained, or enable them to get it. Their early success therefore is apparently attributable to high organization and strong leadership.

(b) *Policy of American Trade Unions.* — The American trade unions strongly emphasize the importance of a shorter work day, believing that if the trade is organized and controlled and the hours shortened the wages will take care of themselves. The argument advanced is not now so much that a man will produce as much in eight hours as in 10, as that the reduction in hours will diminish the supply of labor power in the market, and thus raise its price, also making room for the unemployed and tending to remove the depressing influence of their competition. Another line of argument is based upon the benefit of shorter hours to the individual workman, in giving him his rightful share of family and social life, affording him an opportunity for intellectual improvement, and tending to develop in him new rational wants; and this effect upon the individual will have a favorable reaction upon society in causing the workman to insist upon more wages that he may gratify his newly aroused wants. This, it is held, will increase the consuming power of society, and so will in a measure counteract the tendency to overproduction and to recurring industrial depression.

(c) *Overtime Work.* — Overtime work and work on Sundays and holidays are special cases of extension of the hours of labor. The unions are generally desirous that all work outside of regular hours be abolished. This, in fact, is the desire which is almost universally expressed in the collective action of the organizations. Few unions, however, absolutely forbid overtime. The stronger organizations usually secure a higher rate of pay for work outside of regular hours. The building trades in particular get time and a half and sometimes double time. An indication of the feeling against overtime is shown by one international organization which insures its members against loss of tools by fire or accident, but pays no loss which is incurred

while the member is working on Sunday or after the regular working hours.

(d) *Holidays*. — Several unions recite in detail the days which are to be observed as holidays, and either forbid work upon them or require that holiday work be paid for as "time and a half" or even as "double time." The extra pay for holidays is often even higher than that for overtime. Thus, many local building trades organizations require time and a half for extra hours on regular working days, but double pay for holidays. Labor Day is especially observed by all trade unionists, and it is not unusual to levy a fine of \$2, \$3, or even \$5 upon any member who works on that day; sometimes a member is fined for not joining in the Labor Day parade.

7. AGREEMENTS AND WORKING RULES.

(a) *Introductory*. — The establishment of more peaceful relations between employers and employees is perhaps one of the most important questions connected with the so-called labor problem, and there appears to be a growing belief on the part of workingmen, employers, and the general public that the determination of the conditions of labor by open conflicts, strikes, and lockouts, is in many instances unnecessary and unduly expensive. The resultant loss of working time and interruption of business causes suffering not only to the employers and employees, but in many instances interferes with the comfort and convenience of the general public. Not the least of the evils of open conflict is the accompanying ill-feeling between masters and workingmen. Accordingly there is a widespread and growing interest in devising methods which may tend to prevent the actual cessation of employment on account of differences concerning the conditions of labor, or which, in case employment is actually interrupted, may facilitate early and peaceful settlement.

In many trades the conditions of labor are determined by conferences between employers and employees. These conferences often result in written agreements prescribing the terms of the labor contract for a given period of time. The most conspicuous manifestation of the movement in favor of more harmonious relations between employers and employees is found in the system of conferences and joint agreements covering trades throughout the entire country, or throughout large sections.

The attention of the public is so often directed to the settlement of strikes and lockouts by arbitration, or by negotiation between committees of employers and employees, that the extent to which the practice of direct negotiation between employers and employees regarding the conditions of labor takes place, without strike or lockout, is often overlooked. The actual process of this establishment of the general terms of the labor contract by direct negotiations is essentially a process of bargaining. The bargaining is collective because the workingmen are organized, and in some instances the employers are organized as well. It is, of course, a familiar fact that the individual workingman is usually in a position of inferior economic strength as against the employer in the adoption of the labor contract. As employees become more strongly organized they are thereby enabled to negotiate with employers collectively.

It is manifestly desirable that employers and employees be led to adjust the differences which may arise, whether regarding the general conditions of the labor contract or regarding its interpretation, by peaceful methods before a strike or lockout occurs. The differences which do not lead to open rupture are less conspicuous to the general public than prolonged strikes and lockouts, and the enormous importance of the settlements which are effected without any cessation of work is often overlooked.

Workingmen frequently assert that employers are much more likely to enter into collective bargaining if they feel that their men have back of them the power which comes from formal organization, and that the advantages gained by the employees in negotiations with employers are likely to vary more or less directly with the strength of the labor organization. It is true that collective bargaining, conciliation, and arbitration are all much more common where strong labor organizations exist than where they are absent. It is manifestly essential under such circumstances that the employer shall recognize the organization on the part of his men, and shall be willing to deal with their duly constituted representatives.

One great obstacle in the way of a more general adoption of such agreements appears to be the unwillingness of many employers to deal with the unions because they feel that the unions are not *legally* responsible bodies. It is possible that were unions more generally incorporated the employers might accept such incorporation as a

pledge of good faith and the objection now made would thereupon be a less valid one.¹ The giving of bonds by both parties to an agreement — a not uncommon practice — has, however, in some cases, made the trade agreement virtually a contract of such binding character that there appears to be less hesitation on the part of employers in the acceptance of an agreement so devised. But another and more fundamental objection on the part of employers (aside from possible objections to the terms of agreement) is that they wish to maintain the privilege of dealing with their employees as individuals only, holding that the acceptance of an agreement with a labor organization is virtually a recognition of that body — which means practically a denial of the theory of "collective bargaining" in the matter of wages and other conditions of employment.

No comparative figures covering a series of years are yet available in Massachusetts showing whether the number of such agreements in operation in this State has increased or decreased in recent years.

(b) *Inquiries on Schedules.* — The schedules sent to each labor organization in the State contained five inquiries having reference to trade agreements. These inquiries referred to (1) the date of making the first agreement, (2) the date on which the present agreement went into effect, (3) the date on which it would expire, (4) the number of firms which had adopted the existing agreement, and (5) the number of firms employing persons eligible to join the union in question which had not signed the existing agreement. Each organization was also requested to send a copy of the latest agreement. The response to these inquiries was very satisfactory, 1,179 local unions and 58 delegate bodies having supplied information on this subject. The returns showing the more usual periods covered by the agreements and the proportion of employers accepting the agreements are discussed in the text following.

¹ Trade unionists, however, are almost unanimously opposed to the idea of their organizations taking on a form other than that of voluntary associations. Not only are they averse to the suggestion of the incorporation of the unions, but they urge their fellow-unionists to refrain from seeking the so-called protection of the law. Some of the reasons for this attitude on their part appear to be due to the fear of continuous litigation and attacks upon their funds, and to the condition of the law bearing upon their rights, powers, and liabilities. — (See Report on "The Incorporation of Trade Unions," published as Part III of the Annual Report for 1906, issued by the Massachusetts Bureau of Statistics of Labor.)

(c) *Agreements Reported by Local Unions.* — Of the 1,179 local unions reporting, 619, or 52.50 per cent, had agreements with employers and 560 had no agreements. Agreements seem to have been accepted by considerably more than a majority of the unions reporting in the boot and shoe trades, printing trades, teaming, cigar-making, barbering, granite working, and hotel and restaurant employment. Eleven out of 12 unions of theatrical stage employees, 10 out of 12 unions of bakers and confectioners, and nine out of 10 unions of brewery workers had agreements with their employers. Although only a small number of unions reported in each of these three occupations, the proportion of unions having agreements in each case was notably large. In the industries less thoroughly organized the trade agreement is not a very large factor in the relationship between employers and employees. It may also be observed that out of 34 unions of public employees only four reported having agreements.

The period covered by existing agreements was unlimited for 236 unions, one year for 208 unions, three years for 48 unions, four years for 38 unions, two years for 37 unions, and less than one year for 19 unions; 33 unions failed to state the length of the period covered by the existing agreement.¹

Of the 619 agreements reported by local unions 372 were in 12 cities. Boston alone was represented by 125 agreements reported, Brockton by 39, Lynn by 37, Worcester by 29, Lowell by 24, Haverhill by 23, Springfield by 21, and Lawrence by 20. In the two "shoe cities," Lynn and Brockton, the agreement appears to have been particularly favored, 37 out of 50 unions in Lynn and 39 out of 52 in Brockton having reported agreements.

Tables XVIII and XIX, showing by trades and by cities and towns the proportion of firms adopting agreements, will be found on pages 201 to 205. In determining the number of firms within the jurisdiction of each union, the number of firms (1) accepting a specified agreement and (2) not accepting such specified agreement have been added together. The tabulation, both for cities and towns and by trades, has been presented under four headings: "All firms," "More than one-half the total number of firms," "One-half the total

¹ This Bureau has on file a tabulation of the periods of agreements, by industries and occupations, which may be consulted by any one who so desires.

number of firms or less,"¹ and "No firms," it being understood that in each case the proportion is based upon the number of firms within the jurisdiction of each local union.

An examination of these tables shows that of the 1,179 local unions which reported on this subject, 215 had their agreements accepted by all firms within their jurisdiction, 151 by more than one-half the number of firms, 69 by one-half the number of firms or less, and in 184 cases the proportion could not be determined through lack of one particular or another, while 560 unions reported that they had no agreements whatever. In Boston, out of 228 unions answering these inquiries, 125 reported that they had agreements, of which latter number 36 had agreements accepted by all firms, 30 by more than one-half, 18 by one-half or less, and in 41 cases information was not stated, while 103 unions reported that they had no agreements whatever.

(d) *Agreements Reported by Delegate Organizations.* — In a large number of instances the local unions do not individually negotiate agreements with their employers but leave that matter to the local delegate bodies, such as Carpenters' District Councils, etc., which bodies make agreements covering a more extended district than that coming within the jurisdiction of any local union; thus a number of local organizations (as for example the local unions of carpenters affiliated with the Carpenters' District Council of Boston and Vicinity) may be included under one agreement which represents all of the locals within that district and which may be accepted by many of the master carpenters and other building contractors employing carpenters. Of 58 delegate bodies reporting on the subject of agreements, 19 had agreements of this character and 39 had no agreements whatever.

Of the 19 delegate bodies which reported having agreements, five were in Boston, two each were in Brockton, Haverhill, and Lowell, one each in Holyoke, Lynn, Malden, North Adams, and Springfield, and three covered districts not confined to any particular locality. Four of these 19 organizations were shoe workers' councils, three were carpenters' district councils, two were building trades' councils, and one each were organizations of bartenders, brewery workers, longshoremen, teamsters, painters, conductors, and boilermakers,

¹ Not including "No firms."

while three were organizations not confined to any single trade. The term of the agreement in two instances was seven years, in one instance three years, in three instances one year, in seven instances unlimited, and in six instances the term was not stated. In five instances the agreement was accepted by all firms within the jurisdiction of the respective organizations, in five instances by more than one-half the firms, and in one case by less than one-half the firms, while in eight cases the proportion of firms could not be determined.

8. EMPLOYMENT.

The quarterly statistics of employment in the organized trades in the Commonwealth having already been published regularly in the Labor Bulletin,¹ comparative statements only are presented in this report for the four quarters of the year.

The method of securing returns from labor organizations has been outlined in the introduction to this report. It remains to be stated here, however, that while many of the local secretaries were unable to supply the returns desired, thus making it impossible for the Bureau to receive returns from every local organization in the Commonwealth, there appeared to be a disposition on the part of many secretaries who were not included among our first correspondents to co-operate with us in this work, and it is gratifying to be able to show in the following table an increasing number of reports on this subject received at the end of each successive quarter:

TABLE V. — *Number and Membership of Local Unions Reporting for Each Quarter in 1908.*

QUARTER ENDING —	Number of Unions Reporting	Membership of Unions Reporting
First Quarter (March 31, 1908),	256	66,968
Second Quarter (June 30, 1908),	493	72,815
Third Quarter (September 30, 1908),	651	83,969
Fourth Quarter (December 31, 1908),	770	102,941

The returns received at the end of the fourth quarter comprised about 60 per cent of the total number of unions and probably not less than 60 per cent of the total number of organized workmen in

¹ The returns showing the state of employment at the end of each quarter, 1908, appeared respectively in Labor Bulletins No. 59 (May, 1908), No. 61 (September, 1908), No. 62 (January, 1909), and No. 63 (April, 1909).

the State; they are therefore presumably representative of the aggregate membership of all labor organizations in the State.

The following table shows comparatively by quarters the number of members and percentage of membership idle by causes:

TABLE VI. — *Number of Members and Percentage of Membership Idle by Causes of Idleness. Comparative Statement by Quarters, 1908.*

CAUSES OF IDLENESS.	FIRST QUARTER (MARCH 31, 1908) (CORRECTED RETURNS) ¹		SECOND QUARTER (JUNE 30, 1908)		THIRD QUARTER (SEPTEMBER 30, 1908)		FOURTH QUARTER (DECEMBER 31, 1908)	
	Number Idle	Percent- age of Member- ship Idle	Number Idle	Percent- age of Member- ship Idle	Number Idle	Percent- age of Member- ship Idle	Number Idle	Percent- age of Member- ship Idle
Lack of work or material, .	10,832	16.18	9,128	12.54	7,349	8.75	11,302	10.98
Unfavorable weather, .	113	0.17	90	0.12	— ²	— ²	554	0.54
Strikes or lockouts, .	487	0.73	173	0.24	389	0.46	705	0.68
Disability, .	512	0.76	880	1.21	978	1.17	1,254	1.23
Other causes, ³ .	43	0.06	219	0.30	202	0.24	530	0.51
Totals,	11,987	17.90	10,490	14.41	8,918	10.62	14,345	13.94
Total Membership Re- porting,	66,968		72,815		83,969		102,941	

¹ Following the publication in Labor Bulletin No. 59, May, 1908, of statistics of employment for the end of the first quarter, additional returns were received for that quarter. The original returns were, therefore, corrected in accordance with the later information received and these corrected returns for the first quarter have since been used in all comparative tables.

² Included under "Other causes" for the third quarter.

³ Including temporary shut-downs for repairs, vacations, stock taking, etc.

The percentage of idleness at the end of the first quarter, as shown in the above table, was 17.90; at the end of the second and third quarters an increasingly more favorable condition is to be observed, the percentages being respectively, 14.41 and 10.62 per cent. At the end of the fourth quarter the percentage was 13.94, indicating a less favorable state of employment than at the end of the third quarter, but more favorable than at the end of the first and second quarters.

Excluding unemployment due to strikes or lockouts and disability, the percentages for the four quarters were 16.41 for the end of the first quarter, 12.96 for the end of the second quarter, 8.99 for the end of the third quarter, and 12.03 for the end of the fourth quarter.

The only considerable fluctuations in the percentages of membership idle for the several quarters appeared under "lack of work or material," where the respective percentages were 16.18, 12.54,

8.75, and 10.98. As the degree of idleness on account of lack of work indicates, primarily, the condition of the labor market, special significance may be attached to the fluctuations observed in these percentages. It may be observed that the differences between the quarterly percentages under this head correspond closely with the differences between the percentages for all causes, thus indicating that the improved conditions of employment during the year have been due almost wholly to a more plentiful supply of work.

A significant fact which an examination of Table XX, on page 205, discloses is that in the industrial cities local conditions so affect the state of employment therein that there is no uniform correspondence between the percentages of idleness in the respective cities with the corresponding percentages for the State as a whole. In Boston, which included more than a third of the total membership reporting each quarter and in which there was a more general representation of all industries and occupations, the correspondence was comparatively uniform, but in the industrially more specialized cities such as Brockton, Lawrence, Lowell, Lynn, and New Bedford, no great degree of uniformity is to be observed.

In Table XXI, on page 206, is shown comparatively by industries the state of employment at the end of each quarter of the year 1908. The figures therein presented have already received detailed consideration in the Labor Bulletin. It will therefore suffice in this instance to say that while no strictly uniform correspondence is to be observed between the conditions of employment existing in individual trades with those for all industries taken together, the variations are not so pronounced as in the case of the specialized cities above mentioned.

9. DATES OF ORGANIZATION.

An effort was made by the Bureau to obtain the date of organization of all the labor organizations in Massachusetts in existence at the end of 1908. The following summary of returns received refers only to the *existing* organizations and has *no* reference whatever to those unions which, once organized, have since disbanded. Although the facts as stated do not show the total number of unions organized in any particular year, they do represent the age of existing unions, and clearly indicate that the majority of the existing labor bodies

in this State have been organized since the beginning of the year 1900.

(a) *Local Unions.* — Of the 1,003 local unions reporting the date of organization, 658, or 65.60 per cent, were organized during the period 1900 to 1908; 197 during the period 1890 to 1899; 116 during the period 1880 to 1890; and 32 prior to 1880.

By specified years the largest numbers organized were 78 in 1900, 126 in 1901, 125 in 1902, 78 in 1903, 73 in 1906, and 62 in 1907. Only 21 reported 1908 as the year of their organization, that being the smallest number for any year since 1898. Each year since 1878 was represented by at least one local union.

The comparatively large number organized in 1877 included seven local unions or "branches" of granite cutters, that year being one of special activity in organization by employees in that occupation.

Only one of the 32 local unions which reported a date of organization prior to 1880 was located in a town, all others being located in cities, and, with the exception of only 14 locals distributed among 11 towns,¹ the 148 which reported a date of organization prior to 1890 were located in cities of the State.

In all except six² of the 126 localities having one or more local unions in 1908, over 50 per cent of the unions reporting the date of organization, in each locality, were organized since 1890. In only 12 localities were there any existing unions which reported having been organized prior to 1880, and in only 41 localities were there unions organized prior to 1890.

(b) *Local Delegate Organizations.* — Of the 62 local delegate organizations which reported the date of organization only one was organized prior to 1880 and only seven prior to 1890. Of these seven, five were central labor unions, one was a joint shoe council, and the other was a longshoremen's trades council. Of the 23 central labor unions which answered this inquiry one was organized in 1873, four during the period 1880 to 1889, eight during the period 1890 to 1899, and 10 since 1899. From the returns received from 62 existing local delegate organizations out of 78 in the State, at the

¹ These towns were Milford, Westfield, and Whitman (two unions each); and Easthampton, Hingham, Marblehead, Monson, Shelburne, Wakefield, Westford, and West Springfield (one union each).

² These localities were Canton, Lowell, Holyoke, Northampton, Springfield, and Westfield.

end of the year, it appears that the affiliation of local unions through local delegate bodies did not gain much headway prior to 1890.

(c) *State and District Organizations.* — Of the 38 organizations of this character only eight reported a date of organization prior to 1900, and of these eight, two (originally organized as one body) were organized in 1879, three during the period 1880 to 1889, and three during the period 1890 to 1899.

(d) *Early Labor Organizations.* — We give below a list of the 35 existing labor organizations which reported a date of organization prior to 1880. Of this number 32 were local unions, one was a central labor union, and two (originally organized as a single body) were district organizations. The list includes only existing organizations; bodies once organized but since disbanded have not been included. It is possible that several of the organizations which failed to answer this inquiry may have been organized prior to 1880 and should also be included in this list.

TABLE VII. — *Existing Labor Organizations in Massachusetts Organized Prior to 1880, with Date of Organization and Locality.*

Dates of Organisation	Names of Organisations	Localities
1847.	Longshoremen's Provident Union,	Boston.
1848.	Plumbers Union No. 12,	Boston.
1848.	Typographical Union No. 13,	Boston.
1852.	Ship Carpenters Union No. 1871 (East Boston),	Boston.
1854.	Hatters Union No. 6,	Boston.
1858.	Cotton Mule Spinners Association No. 1,	Fall River.
1860.	Amalgamated Society of Carpenters and Joiners: Branch No. 1,	Boston.
1862.	Marble Cutters and Setters Union No. 50,	Boston.
1863.	Operative Plasterers Union No. 10,	Boston.
1863.	Waiters Benevolent Association,	Boston.
1863.	Typographical Union No. 61,	Cambridge.
1864.	Cigar Makers Union No. 49,	Springfield.
1865.	Locomotive Engineers Union: Boston Division No. 61,	Boston.
1866.	Amalgamated Society of Carpenters and Joiners: Branch No. 2,	Boston.
1866.	Stonemasons Union No. 9,	Boston.
1866.	Bricklayers, Masons, and Plasterers Union No. 1,	Springfield.
1867.	Hatters Union No. 5,	Boston.
1867.	Horseshoers Union No. 5,	Boston.
1869.	Locomotive Engineers Union No. 64,	Worcester.
1870.	Amalgamated Society of Engineers: Boston Branch,	Boston.
1870.	Mule Spinners Union No. 2,	New Bedford.
1873.	Brockton Central Labor Union,	Brockton.
1877.	Granite Cutters Union,	Boston.
1877.	Locomotive Engineers Union: Wachusett Division No. 191,	Fitchburg.
1877.	Granite Cutters Union: Lawrence Branch,	Lawrence.
1877.	Granite Cutters Union: Quincy Branch,	Quincy.
1877.	Building Laborers Union No. 3,	Springfield.
1877.	Granite Cutters Union: Springfield Branch,	Springfield.
1877.	Granite Cutters Union: Taunton Branch,	Taunton.
1877.	Granite Cutters Union: Granitville Branch,	Westford.
1877.	Granite Cutters Union: Worcester Branch,	Worcester.
1877.	Locomotive Firemen's Union No. 73: Bay State Lodge,	Worcester.
1879.	Flint Glass Workers Union No. 17,	New Bedford.
1879.	Knights of Labor: District Assembly No. 30 (Original),	-
1879.	Knights of Labor: District Assembly No. 30 (Incorporated),	-

10. TIME OF MEETING.

Of the 1,212 local unions which reported their appointed time of meeting, 225, or 18.56 per cent, were accustomed to meet on Sunday.¹ Monday, however, is a but slightly less popular day, 220 unions meeting on that day, followed by 194 unions on Tuesday, 173 on Wednesday, 174 on Thursday, 182 on Friday, and only 44 on Saturday.

With reference to frequency of meetings it was found that of the total number of local unions reporting (1,212), 524, or 43.23 per cent, were accustomed to meet monthly; 400, or 33.00 per cent, bi-weekly; and only 255, or 21.04 per cent, weekly; while 33 locals were accustomed to meet on other appointed times or subject to call.

Considering both frequency and day of the week, the most popular appointed time of meeting was "every Monday," reported by 70 unions, followed by: "Every Tuesday," 56 unions; "first and third Sunday," 48 unions; "first and third Friday," 48 unions; "first and third Monday," 44 unions; "first and third Thursday," 43 unions; "second and fourth Sunday," 43 unions; "every Wednesday," 43 unions; "first and third Tuesday," 42 unions; "second and fourth Friday," 41 unions, and "second and fourth Thursday," 40 unions.

¹ The totals showing the number of unions meeting on the respective days of the week have no reference to frequency, some unions meeting weekly on day specified, others bi-weekly, etc.

STATISTICAL TABLES.

TABLE VIII. — National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large.

The information presented in this table is compiled from reports received from the respective organizations in June, 1908. The Organizations preceded by an asterisk (*) are affiliated with the American Federation of Labor.

Names of National or International Unions.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
*American Federation of Labor,	1 612	141
*Actors National Protective Union of America,	21	2
*Bakery and Confectionery Workers International Union of America,	193	14
*Barbers International Union of America, Journeymen	598	29
*Bill Posters and Billers of America, International Alliance of	42	2
*Blacksmiths and Helpers, International Brotherhood of	450	12
*Boiler Makers and Iron Ship Builders of North America, United	27	4
*Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of	446	10
*Bookbinders, International Brotherhood of	182	4
*Boot and Shoe Workers Union,	153	60
*Brewery Workmen of America, International Union of the United	382	16
*Bricklayers and Masons International Union of America,	1,025	50
*Bridge and Structural Iron Workers, International Association of	91	2
*Cap Makers of North America, United Cloth Hat and	24	2
*Car Workers, International Association of	80	11
*Carpenters and Joiners, Amalgamated Society of	930	5
*Carpenters and Joiners of America, United Brotherhood of	1,951	131
*Carriage and Wagon Workers International Union of North America,	59	2
*Cement Workers, American Brotherhood of	74	1
*Chandler Brass and Metal Workers of North America, Brotherhood of	7	1
*Cigar Makers International Union of America,	487	16
*Commercial Telegraphers Union of America,	135	5
*Coopers International Union of North America,	128	5
*Cutting Die and Cutter Makers, International Union of	9	5
*Elastic Goring Weavers Amalgamated Association,	2	2
*Electrical Workers, International Brotherhood of	621	18
*Elevator Constructors, International Union of	23	1
*Engineers and Machinists, Amalgamated Society of	702	5
*Foundry Employees, International Brotherhood of	41	2
*Freight Handlers and Railway Clerks International Union, Interior	90	6
*Garment Workers of America, United	229	7
*Garment Workers Union, International Ladies	30	3
*Glass Workers Union, American Flint	110	3
*Glass Workers International Association of America, Amalgamated	36	1
*Granite Cutters International Association of America, The	220	24
*Hatters of North America, United	19	2
*Hod Carriers and Building Laborers Union of America, International	304	12
*Horseshoers of the United States and Canada, International Union of Journeymen	143	16
*Hotel and Restaurant Employees International Alliance and Bartenders International League of America,	521	38
*Industrial Workers of the World,	322	22
*Insulators and Asbestos Workers of America, National Association of Heat, Frost, General	22	1
*Jewelry Workers Union of America, International	24	1

¹ Includes only the locals directly affiliated, i.e., those locals not affiliated through any National or International Union.

² Does not include 150 branches of these locals.

³ Of this number 72 are in the United States.

⁴ Is represented in America and Canada by the American and Canadian Council of this Society.

⁵ Including branches.

TABLE VIII. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large — Continued.*

Names of National or International Unions.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
Knights of Labor.	1—	1—
*Lathers International Union, Wood, Wire, and Metal	230	13
*Laundry Workers International Union, Shirt, Waist, and	75	5
*Leather Workers Union of America, Amalgamated	20	1
*Leather Workers on Horse Goods, United Brotherhood of	98	3
*Lithographers International Protective and Beneficial Association of the United States and Canada,	19	2
Locomotive Engineers, Brotherhood of	757	7
Locomotive Firemen and Enginemen, Brotherhood of	744	8
Loomfixers International Union	10	5
*Machinists, International Association of	742	29
*Maintenance of Way Employees, International Brotherhood of	588	11
*Marble Workers, International Association of	44	2
*Meat Cutters and Butcher Workmen of North America, Amalgamated	467	21
*Metal Polishers, Buffers, Platers, Brass Molders, Brass and Silver Workers Union of North America,	150	21
*Molders Union of North America, International	1—	1—
*Musicians, American Federation of	482	26
Navy Yards, Naval Stations, Arsenal, and Gun Factories of the United States, National League of Employees of	8	3
*Painters, Decorators, and Paperhangers of America, Brotherhood of	950	66
*Paper Makers, International Brotherhood of	77	5
*Pattern Makers League of North America	87	17
*Pavers, Rammemen, Flag Layers, and Bridge and Stone Curb Setters, International Union of	40	3
*Paving Cutters Union of the United States and Canada,	83	5
*Photo-engravers Union of North America, International	43	1
*Piano, Organ, and Musical Instrument Workers International Union of America,	42	7
Plasterers International Association of the United States and Canada, Operative	230	3
*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada, United Association of Journeymen	500	29
*Printing Pressmen and Assistants Union of North America, International	275	12
*Quarry Workers International Union of North America,	138	6
Railroad Employees, International Brotherhood of	143	16
Railroad Station Agents, Order of	14	4
Railroad Station Employees, Brotherhood of	15	5
*Railroad Telegraphers, The Order of	185	5
Railroad Trainmen, Brotherhood of	797	21
Railway Carmen of America, Brotherhood of	519	2
*Railway Clerks, Brotherhood of	207	9
Railway Clerks, Order of ¹	13	7
Railway Conductors of America, Order of	527	5
Railway Signalmen of America,	20	2
*Retail Clerks International Protective Association,	1,197	35
*Saw Smiths Union of North America, The	13	1
*Seamen's Union of America, International	12	41
*Sheet Metal Workers International Alliance, Amalgamated	365	12
*Shipwrights, Joiners, Caulkers, Boat Builders, and Ship Cabinet Makers of America, International Union of	93	1
*Slate and Tile Roofers Union of America, International	1—	1—
*Spinners Union, International	30	4
State, City, and Town Employees, National Federation of	22	21
Stationary Engineers, National Association of	430	28
Stationary Firemen, International Brotherhood of	266	19
*Steam Engineers, International Union of	210	20
*Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	96	10
Steam Shovel and Dredgemen, International Brotherhood of	36	1
*Steel and Copper Plate Printers Union of North America, International	10	1
*Stereotypers and Electrotypes Union, International	92	4
*Stone Cutters Association of North America, Journeymen	312	4
*Stove Mounters and Steel Range Workers International Union,	62	2

¹ No report.² Does not include one branch.³ Confined to employees of the Boston and Maine Railroad.⁴ And one branch.

TABLE VIII. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large — Concluded.*

Names of National or International Unions.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
*Street and Electric Railway Employees of America, Amalgamated Association of	519	21
*Switchmen's Union of North America,	189	2
*Table Knife Grinders National Union of North America,	9	2
*Tailors Union of America, Journeymen	371	14
*Teamsters, International Brotherhood of	500	44
*Textile Workers of America, United	165	41
*Theatrical Stage Employees of the United States and Canada, International Alliance of	160	12
*Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic	60	2
*Tip Printers, International Brotherhood of	5	1
*Tobacco Workers International Union,	40	1
*Typographical Union, International	611	19
*Upholsterers International Union of North America,	1—	1—
Weavers, National Federation of	5	3
*Wire Weavers Protective Association, American	5	1
*Wood Carvers Association of North America, International	25	1
*Woodworkers International Union of America, Amalgamated	90	5

¹ No report.TABLE IX. — *Number of Local Unions in Massachusetts on December 31 of Each Year Specified, and Number and Membership of Unions in 1908: By Localities.*

LOCALITIES.	1904	1905	1906	1907	1908	Number of Unions Reporting Membership in 1908 ¹	Total Membership Reported 1908 ¹
The State.	1,350	1,227	1,266	1,296	1,256	1,172	162,373
Abington,	1	1	1	1	1	—	—
Adams,	5	8	9	13	13	13	2,016
Amesbury,	1	—	1	2	2	—	—
Amherst,	1	1	1	—	—	—	—
Andover,	2	2	2	2	2	—	—
Arlington,	1	1	2	2	1	—	—
Athol,	10	9	9	10	10	10	706
Attleborough,	3	2	5	4	3	3	115
Avon,	1	1	1	1	1	—	—
Ayer,	1	1	1	1	2	—	—
Barre,	—	—	1	1	1	—	—
BEVERLY,	5	4	4	5	4	4	305
Boston,	272	262	266	260	241	228	62,389
Braintree,	2	2	2	3	2	—	—
Bridgewater,	—	—	—	—	—	—	—
BROCKTON,	56	51	52	52	51	50	16,201
Brookfield,	1	1	1	1	1	—	—
Brookline,	2	3	3	3	5	3	503
CAMBRIDGE,	18	13	16	11	14	11	1,004
Canton,	—	1	1	2	2	—	—
Chelmsford,	1	1	2	3	3	3	150
CHELSEA,	11	8	10	10	13	11	1,160
Chester,	1	1	1	2	2	—	—
CHICOPEE,	10	10	16	13	9	9	362
Clinton,	4	5	6	5	6	6	192
Cohasset,	1	1	1	1	1	—	—
Concord,	3	2	2	2	2	—	—
Conway,	1	1	1	1	1	—	—

¹ In order not to disclose the membership of individual unions, the figures relating to those localities in which less than three unions reported their membership have been included in the summary classification "Other cities and towns having less than three unions."

TABLE IX. — *Number of Local Unions in Massachusetts on December 31 of Each Year Specified, and Number and Membership of Unions in 1908: By Localities — Continued.*

LOCALITIES.	1904	1905	1906	1907	1908	Number of Unions Reporting Membership in 1908 ¹	Total Membership Reported 1908 ¹
The State — Con.							
Dalton,	2	1	1	1	—	—	—
Danvers,	2	3	3	2	1	—	—
Dedham,	4	3	4	4	4	—	—
East Bridgewater,	1	—	—	—	—	—	—
Easthampton,	3	3	3	4	3	3	74
East Longmeadow,	1	1	1	1	1	—	—
Easton,	2	2	2	2	2	—	—
Everett,	3	3	3	1	1	—	—
FALL RIVER,	36	36	34	35	32	31	7,684
FITCHBURG,	39	36	35	35	33	31	1,678
Foxborough,	1	—	—	3	2	—	—
Frammingham,	10	7	8	11	12	9	222
Franklin,	1	1	1	1	1	—	—
Gardner,	9	8	7	6	7	7	161
GLOUCESTER,	20	12	12	13	13	12	832
Grafton,	1	—	—	—	—	—	—
Great Barrington,	4	4	5	5	4	4	148
Greenfield,	17	16	15	11	12	12	548
Hamilton,	1	—	1	1	—	—	—
Hardwick,	—	1	1	1	1	—	—
Haverhill,	35	27	27	26	26	26	3,554
Hingham,	2	1	1	1	1	—	—
Holbrook,	1	1	1	1	1	—	—
HOLYOKE,	48	26	32	36	33	30	2,212
Hudson,	1	1	1	1	1	—	—
Hull,	1	1	1	1	1	—	—
Huntington,	2	—	—	—	—	—	—
Hyde Park,	5	7	8	7	8	7	422
Ipswich,	—	—	—	1	1	—	—
LAWRENCE,	51	48	49	56	52	43	4,141
Lee,	5	3	2	3	3	—	—
Lenox,	6	4	4	4	4	4	145
Leominster,	10	6	6	5	3	3	319
Lowell,	41	45	43	46	44	40	4,062
LYNN,	59	45	44	51	50	49	9,599
MALDEN,	8	8	8	8	9	7	467
Manchester,	3	3	2	3	3	3	75
Mansfield,	1	1	—	2	1	—	—
Marblehead,	3	4	4	3	3	3	335
MARLBOROUGH,	15	13	11	11	12	12	476
Marshfield,	—	—	1	—	—	—	—
Maynard,	1	2	1	2	1	—	—
Medfield,	—	—	—	1	1	—	—
Medford,	3	4	4	5	4	3	91
Medway,	—	1	—	1	1	—	—
MELROSE,	1	1	1	2	1	—	—
Merrimac,	—	—	—	1	1	—	—
Methuen,	—	—	—	1	1	—	—
Middleborough,	3	2	2	2	—	—	—
Milford,	15	12	12	10	12	11	781
Milton,	—	1	2	2	2	—	—
Monson,	1	1	1	1	1	—	—
Montague,	2	4	4	3	3	3	191
Nahant,	—	1	1	1	1	—	—
Natick,	6	3	7	6	7	7	390
Needham,	1	1	—	1	1	—	—
NEW BEDFORD,	26	30	31	33	32	30	4,027
NEWBURYPORT,	7	8	7	8	8	8	367
NEWTON,	8	8	7	10	12	11	856
NORTH ADAMS,	31	26	24	24	26	25	1,217
NORTHAMPTON,	26	24	20	16	17	16	927
North Attleborough,	1	—	—	—	—	—	—
North Brookfield,	1	2	1	2	2	—	—
Norwood,	8	7	6	8	7	6	445
Orange,	2	2	2	2	2	—	—
PRITTSFIELD,	28	21	20	25	25	21	1,388
Plymouth,	2	2	5	7	7	7	268
QUINCY,	23	25	25	22	22	21	1,875
Randolph,	2	2	1	1	1	—	—

¹ See foot-note to Table IX on page 190.

TABLE IX. — *Number of Local Unions in Massachusetts on December 31 of Each Year Specified, and Number and Membership of Unions in 1908: By Localities — Concluded.*

LOCALITIES.	1904	1905	1906	1907	1908	Number of Unions Reporting Membership in 1908 ¹	Total Membership Reported 1908 ¹
The State — Con.							
Reading,	—	—	—	—	1	—	—
Revere,	2	1	—	2	1	—	—
Rockland,	5	6	6	5	5	3	906
Rockport,	—	2	2	4	4	4	186
Royalston,	—	—	—	—	—	—	—
SALEM,	19	23	25	24	25	22	1,748
Sandwich,	—	—	—	—	—	—	—
Saugus,	1	1	1	1	1	—	—
Scituate,	1	—	—	—	—	—	—
Shelburne,	—	—	—	2	2	—	—
SOMERVILLE,	4	8	9	7	7	6	987
Southbridge,	3	3	3	4	4	—	—
Spencer,	3	2	2	2	3	—	—
SPRINGFIELD,	56	55	57	50	57	54	5,687
Stoneham,	2	1	2	2	2	—	—
Stoughton,	5	3	4	2	2	—	—
Sturbridge,	1	—	—	—	—	—	—
Swampscott,	1	1	1	1	1	—	—
TAUNTON,	30	23	25	25	26	26	1,890
Townsend,	2	1	1	1	1	—	—
Uxbridge,	—	1	1	—	—	—	—
Wakefield,	5	6	7	8	6	6	237
Walpole,	1	2	2	2	2	—	—
WALTHAM,	20	12	15	15	18	17	653
Ware,	2	2	2	3	2	—	—
Watertown,	1	2	3	5	4	4	436
Webster,	4	4	4	4	4	4	341
Wellesley,	—	—	1	1	1	—	—
Westborough,	1	1	2	2	3	3	61
Westfield,	22	17	17	14	13	13	538
Westford,	1	1	1	1	—	—	—
West Springfield,	2	—	—	2	2	—	—
Weymouth,	4	3	3	3	2	—	—
Whitman,	5	7	7	5	6	6	1,115
Williamsburg,	2	2	2	2	1	—	—
Williamstown,	3	3	3	3	3	3	202
Winchester,	1	1	2	1	1	—	—
Winthrop,	1	1	1	1	1	—	—
WOBURN,	4	3	3	5	5	4	134
WORCESTER,	68	57	66	73	58	56	5,473
Other cities and towns having less than three unions, ¹	—	—	—	—	—	85 ¹	6,699 ¹

¹ See foot-note to Table IX on page 190.TABLE X. — *Number and Membership of Local Unions in 1908: By Counties.*

COUNTIES.	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting
The State.			
Barnstable,	1,256	1,172	162,873
Berkshire,	1	1	46
Bristol,	78	72	5,186
Dukes,	97	94	13,810
Essex,	—	—	—
Franklin,	199	184	21,403
Hampden,	20	19	809
Hampshire,	118	112	9,327
Middlesex,	24	22	1,098
Nantucket,	172	154	10,674
Norfolk,	—	—	—
Plymouth,	69	61	5,231
Suffolk,	74	72	20,984
Worcester,	256	241	63,621
	148	140	10,184

TABLE XI.—*Number and Membership of Local Unions in 1908: By Trades.*

TRADES.	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Mem- bership of Local Unions Reporting
Building and Stone Working.			
<i>Building Trades.</i>	333	307	25,409
Bricklayers, masons, and plasterers,	55	49	3,965
Carpenters,	127	116	11,810
Electrical workers,	15	15	959
Engineers (hoisting and portable),	6	5	251
Lathers (wood, wire, and metal),	13	11	435
Painters, decorators, and paperhangers,	57	56	4,035
Plumbers, steamfitters, and gasfitters,	36	32	2,115
Sheet metal workers,	10	9	579
Others,	14	14	1,260
<i>Building and Street Labor.</i>	38	31	4,087
Hod carriers and building laborers,	31	25	3,105
Pavers,	5	4	307
Others,	2	2	675
<i>Stone Working Trades.</i>	39	38	3,676
Granite cutters,	20	20	2,352
Paving cutters,	5	5	194
Quarry workers,	8	8	722
Others,	6	5	408
Clothing Trades.			
<i>Boot and Shoe Workers.</i>	82	81	29,644
Boot and shoe workers (mixed),	25	24	7,237
Cutters,	12	12	5,190
Edgemakers,	4	4	1,390
Lasters,	7	7	3,011
Stitchers,	6	6	4,581
Others,	28	28	8,235
<i>Garment Trades.</i>	21	21	2,379
Garment workers,	10	10	1,593
Tailors and dressmakers,	11	11	786
<i>Hat, Cap, Glove, and Fur Trades.</i>	7	5	354
Employees,	7	5	354
<i>Laundry Trades.</i>	5	3	160
Laundry workers,	5	3	160
Food, Liquor, and Tobacco Trades.			
<i>Food Trades.</i>	14	12	800
Bakers and confectioners,	12	10	733
Others,	2	2	67
<i>Liquors.</i>	17	16	2,308
Bottlers and drivers,	7	6	901
Brewery workmen,	10	10	1,407
<i>Tobacco.</i>	18	18	5,862
Cigar makers and strippers,	18	18	3,862
Leather and Rubber Goods.			
<i>Leather and Leather Goods.</i>	5	5	744
Leather workers,	5	5	744
<i>Rubber and Gutta Percha Goods.</i>	5	4	324
Rubber workers,	5	4	324

TABLE XI. — *Number and Membership of Local Unions in 1908: By Trades*
— Continued.

TRADES.	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Mem- bership of Local Unions Reporting
Metals, Machinery, and Shipbuilding.			
<i>Iron and Steel Manufacture.</i>	116	110	9,173
Blacksmiths and horseshoers,	20	19	918
Boiler makers and helpers,	15	15	1,084
Iron and brass molders,	25	25	2,404
Machinists,	32	29	3,749
Pattern makers,	7	7	347
Others,	17	15	671
<i>Miscellaneous Metal Trades.</i>	21	20	1,002
Metal polishers,	15	14	661
Others,	6	6	341
<i>Shipbuilding.</i>	4	4	176
Employees,	4	4	176
Printing and Allied Trades.			
<i>Printing and Publishing.</i>	30	29	3,632
Compositors,	16	16	2,100
Printing pressmen,	12	11	1,362
Others,	2	2	170
<i>Bookbinding and Blankbook Making.</i>	4	4	330
Bookbinders,	4	4	330
<i>Lithographing and Engraving.</i>	8	8	588
Stereotypers and electrotypers,	4	4	359
Others,	4	4	229
Public Employment.			
United States government employees,	3	3	1,643
Municipal employees,	32	30	3,866
Restaurants and Retail Trade.			
<i>Hotels and Restaurants.</i>	39	35	4,315
Bartenders,	30	28	3,368
Cooks and waiters,	8	6	939
Others,	1	1	8
<i>Retail Trade.</i>	21	19	1,735
Retail clerks,	19	17	1,370
Others,	2	2	365
Textiles.			
<i>Bleaching, Dyeing, and Printing.</i>	2	1	85
Employees,	2	1	85
<i>Cotton Goods.</i>	41	38	12,741
Loomfixers,	9	9	1,694
Mule spinners,	9	9	1,800
Textile workers,	5	4	1,385
Weavers,	6	5	5,200
Others,	12	11	2,662
<i>Flax, Hemp, and Jute Goods.</i>	1	1	67
Employees,	1	1	67
<i>Woolen Goods.</i>	7	7	1,374
Employees,	7	7	1,374
<i>Other Textiles.</i>	1	1	8
Employees,	1	1	8

TABLE XI. — *Number and Membership of Local Unions in 1908: By Trades*
— Concluded.

TRADES.	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Mem- bership of Local Unions Reporting
Transportation.			
<i>Railroads.</i>	121	116	17,160
Carmen,	3	3	412
Car workers,	7	7	413
Clerks,	14	14	489
Conductors,	6	6	900
Locomotive engineers,	7	7	1,361
Locomotive firemen,	8	7	1,364
Maintenance of way employees,	11	10	1,234
Railroad employees, n. o. s.,	4	3	386
Station agents and employees,	10	10	3,210
Street and electric railway employees,	20	19	2,652
Trainmen,	21	20	3,673
Others,	10	10	1,056
<i>Teaming.</i>	43	39	9,779
Teamsters,	40	36	9,213
Others,	3	3	566
<i>Navigation.</i>	6	6	3,133
Employees,	6	6	3,133
<i>Freight Handling.</i>	17	15	4,040
Freight handlers and clerks,	10	10	1,975
Others,	7	5	2,065
<i>Telegraphs.</i>	8	7	1,189
Telegraphers, railroad	5	5	822
Others,	3	2	367
Woodworking and Furniture.			
<i>Saw and Planing Mill Products.</i>	2	2	325
Employees,	2	2	325
<i>Cooperage.</i>	4	4	307
Coopers,	4	4	307
<i>Wood Turning and Carving.</i>	15	13	1,385
Employees,	15	13	1,385
Miscellaneous.			
<i>Barbering.</i>	29	29	1,984
Barbers,	29	29	1,984
<i>Chemicals.</i>	1	1	7
<i>Glass and Glassware.</i>	4	4	193
Employees,	4	4	193
<i>Paper and Paper Goods.</i>	4	4	382
Employees,	4	4	382
<i>Stationary Enginemen.</i>	43	39	3,103
Stationary engineers,	25	22	1,390
Stationary firemen,	18	17	1,713
<i>Theatres and Music.</i>	44	41	4,890
Musicians,	26	24	3,851
Theatrical stage employees,	12	11	731
Others,	6	6	308
<i>Water, Light, and Power.</i>	1	1	24
Employees,	1	1	24
Totals,	1,256	1,172	162,373

TABLE XII. — *Membership of Trade Unions Having Women as Members: By Localities.*

LOCALITIES.	Number of Unions	Number of Men	Number of Women	Total Membership
The State.	114	25,631	10,122	35,743
Athol,	3	120	48	168
Boston,	19	6,778	1,596	8,374
Brockton,	13	7,127	1,548	8,675
Fall River,	6	2,850	1,911	4,761
Haverhill,	6	504	501	1,005
Holyoke,	3	158	10	168
Lowell,	5	633	637	1,270
Lynn,	7	419	793	1,212
New Bedford,	4	1,029	711	1,740
North Adams,	4	185	15	200
Pittsfield,	3	131	35	166
Springfield,	6	868	208	1,076
Taunton,	3	101	28	129
Whitman,	3	627	61	688
Other,	29	4,091	2,020	6,111

¹ The total number of local unions in the State was 1,256, of which number 1,172 reported an aggregate membership of 162,373. Of the 84 unions which failed to report, only nine represented occupations in which women would, presumably, be employed.

TABLE XIII. — *Membership of Trade Unions Having Women as Members: By Trades.*

TRADES.	Number of Unions Reporting	Men	Women	Total Membership
Clothing.				
<i>Boots and Shoes.</i>	31	10,929	3,893	14,822
Boot and shoe workers,	15	3,511	1,437	4,948
Stitchers,	5	2,436	1,729	4,165
Others,	11	4,982	727	5,709
<i>Garments.</i>	12	1,391	511	1,902
Garment workers,	7	977	442	1,419
Tailors and dressmakers,	5	414	69	483
<i>Shirts, Collars, and Laundry.</i>	3	53	127	160
Employees,	3	33	127	160
<i>Other.</i>	2	100	162	262
Employees,	2	100	162	262
Food, Liquor, and Tobacco Trades.				
<i>Food Products.</i>	1	41	9	50
Employees,	1	41	9	50
<i>Tobacco.</i>	9	2,713	938	3,651
Cigar makers and strippers,	9	2,713	938	3,651
Printing and Allied Trades.				
<i>Printing and Publishing.</i>	12	1,847	133	1,980
Compositors,	12	1,847	133	1,980
<i>Other.</i>	2	30	115	145
Employees,	2	30	115	145

TABLE XIII. — *Membership of Trade Unions Having Women as Members: By Trades — Concluded.*

TRADES.	Number of Unions Reporting	Men	Women	Total Membership
Restaurants and Retail Trade.				
<i>Hotels and Restaurants.</i>	2	151	180	331
Employees,	2	151	180	331
<i>Retail Trade.</i>	7	514	328	842
Retail clerks,	7	514	328	842
Textiles.				
<i>Cotton Goods.</i>	7	3,818	3,457	7,275
Employees,	7	3,818	3,457	7,275
<i>Other Textiles.</i>	1	225	15	240
Employees,	1	225	15	240
Transportation.				
<i>Railroads.</i>	3	315	3	318
Railroad station agents,	3	315	3	318
<i>Telegraphs.</i>	4	748	24	772
Telegraphers (railroad),	4	748	24	772
Miscellaneous.				
<i>Theatres and Music.</i>	14	2,588	193	2,781
<i>Other.</i>	4	178	34	212
Totals,	114	25,621	10,122	35,743

TABLE XIV. — *Number of Local Unions Reporting Rates of Dues Paid by Individual Members for Periods Specified.*

RATES OF DUES FOR PERIODS SPECIFIED.	NUMBER OF LOCAL UNIONS REPORTING —					Totals
	Weekly Payment	Monthly Payment	Quarterly Payment	Semi-annual Payment	Annual Payment	
25 cents,	58	80	2	—	—	140
50 cents,	4	231	3	—	—	238
60 cents,	—	50	—	—	—	50
75 cents,	—	82	3	—	—	85
\$1.00,	—	47	—	—	—	47
2.00,	—	—	—	—	4	4
3.00,	—	—	—	—	10	10
4.00,	—	—	—	—	7	7
5.00,	—	—	—	1	3	3
6.00,	—	—	—	—	24	24
7.00,	—	—	—	—	5	5
7.20,	—	—	—	—	10	10
8.00,	—	—	—	—	5	5
9.00,	—	—	—	—	4	4
12.00,	—	—	—	—	—	—
Other specific rates,	99	78	5	—	12	194
Graded rates,	6	27	—	—	1	34
Percentage on earnings,	2	1	—	—	—	3
Totals,	169	596	13	1	88	867

TABLE XV. — *Number of Local Unions Reporting Specified Initiation Fees Required of New Members.*

AMOUNTS OF INITIATION FEES.	Number of Local Unions Reporting	AMOUNTS OF INITIATION FEES.	Number of Local Unions Reporting
No initiation fee,	13	\$20.00,	8
50 cents or less,	8	25.00,	54
\$1.00,	137	50.00,	9
2.00,	84	75.00,	1
3.00,	91	100.00,	1
4.00,	7	Other specific fees,	78
5.00,	182	Graded fees,	50
10.00,	140		
15.00,	42	Total,	905

TABLE XVI. — *Number of Unions Reporting Specified Reinstatement Fees Required of Former Members.*

AMOUNTS OF REINSTATEMENT FEES.	Number of Unions Reporting	AMOUNTS OF REINSTATEMENT FEES.	Number of Unions Reporting
No reinstatement fee,	72	Other specific fees,	99
50 cents or less,	11	Graded fees,	25
\$1.00,	106	Back dues only,	82
2.00,	62	Back dues and regular fee,	54
3.00,	67	Back dues and fines,	9
4.00,	7	Part of back dues,	8
5.00,	78	Fines, back dues, and regular fee,	7
10.00,	77	Determined by vote of union in individual cases,	32
15.00,	24	Other methods of determining fee,	5
20.00,	13		
25.00,	17	Total,	357
50.00,	2		

TABLE XVII. — *Number of Unions Reporting Classes of Benefits: By Trades.*

TRADES.	Number of Unions Answering Inquiry	CLASSES OF BENEFITS PAID ¹					Number of Unions Reporting no Benefits
		Sick	Accident	Death	Out of Work	Strike	
Building and Stone Working.							
<i>Building Trades.</i>	259	71	75	158	9	109	69
Bricklayers, masons, and plasterers,	42	1	6	18	1	17	16
Carpenters,	99	28	43	62	5	40	28
Electrical workers,	12	3	1	10	—	6	—
Engineers (hoisting and portable),	4	2	1	2	—	2	1
Lathers (wood, wire, and metal),	10	—	—	9	—	—	1
Painters, decorators, etc.,	39	8	7	17	1	10	15
Plumbers, steamfitters, etc.,	30	27	12	26	1	25	2
Sheet metal workers,	8	1	1	7	1	4	1
Others,	15	1	4	7	—	5	5
<i>Stone Working Trades.</i>	30	1	—	24	1	22	4
Granite cutters,	16	1	—	13	1	12	3
Paving cutters,	5	—	—	5	—	3	—
Quarry workers,	5	—	—	4	—	4	1
Others,	4	—	—	2	—	3	—
<i>Building and Street Labor.</i>	30	—	5	7	—	8	19
Hod carriers and building laborers,	25	—	4	7	—	8	15
Others,	5	—	1	—	—	—	4

¹ Inasmuch as many unions pay more than one class of benefits, the number of unions answering the inquiry does not necessarily correspond with the sum of the numbers of unions paying the specified classes of benefits and no benefits.

TABLE XVII. — *Number of Unions Reporting Classes of Benefits: By Trades*
— Continued.

TRADES.	Number of Unions Answering Inquiry	CLASSES OF BENEFITS PAID ¹					Number of Unions Reporting no Benefits
		Sick	Ac- cident	Death	Out of Work	Strike	
Clothing.							
<i>Boots and Shoes.</i>	61	41	19	47	5	41	4
Boot and shoe workers (mixed), . . .	17	10	4	13	1	7	4
Cutters,	7	4	2	4	1	5	—
Edgemakers,	4	3	1	3	—	4	—
Lasters,	6	5	2	5	1	5	—
Stitchers,	5	3	1	4	1	3	—
Others,	22	16	9	18	1	17	—
<i>Garments.</i>	17	11	1	9	—	14	1
Garment workers,	5	1	—	—	—	4	1
Tailors and dressmakers,	12	10	1	9	—	10	—
<i>Hats, Caps, and Furs.</i>	3	2	—	2	—	3	—
Employees,	3	2	—	2	—	3	—
<i>Laundry.</i>	6	—	—	1	—	1	3
Laundry workers,	5	—	—	1	—	1	3
Food, Liquor, and Tobacco Trades.							
<i>Food Products.</i>	11	2	—	2	—	6	4
Bakers and confectioners,	11	2	—	2	—	6	4
<i>Liquors.</i>	15	—	—	—	1	12	3
Brewery workmen,	9	—	—	—	1	9	—
Others,	6	—	—	—	—	3	3
<i>Tobacco.</i>	14	14	4	14	12	14	—
Cigarmakers and strippers,	14	14	4	14	12	14	—
Leather and Rubber Goods.							
<i>Leather and Leather Goods.</i>	4	1	1	1	1	2	2
Leather workers,	4	1	1	1	1	2	2
<i>Rubber and Gutta Percha Goods.</i>	4	—	—	3	2	3	1
Rubber workers,	4	—	—	3	2	3	1
Metals, Machinery, and Shipbuilding.							
<i>Iron and Steel Manufacture.</i>	76	26	23	48	22	53	16
Blacksmiths and horseshoers,	13	3	3	3	1	8	5
Boiler makers and helpers,	11	1	1	5	—	5	4
Iron and brass molders,	16	15	12	15	12	15	1
Machinists,	20	3	5	15	7	15	2
Pattern makers,	4	2	—	1	1	1	2
Others,	12	2	2	9	1	9	2
<i>Miscellaneous Metal Trades.</i>	10	—	—	3	—	7	1
Metal polishers,	6	—	—	5	—	4	1
Others,	4	—	—	3	—	3	—
<i>Shipbuilding.</i>	4	1	1	2	—	1	2
Employees,	4	1	1	2	—	1	2
Printing and Allied Trades.							
<i>Printing and Publishing.</i>	24	1	—	19	2	19	3
Compositors,	14	1	—	12	1	12	—
Printing pressmen,	8	—	—	6	1	6	2
Others,	2	—	—	1	—	1	1
<i>Bookbinding, etc.</i>	4	—	—	3	—	3	1
Bookbinders,	3	—	—	3	—	3	—
Others,	1	—	—	—	—	—	1

¹ See foot-note on page 198.

TABLE XVII. — *Number of Unions Reporting Classes of Benefits: By Trades*
— Continued.

TRADES.	Number of Unions Answering Inquiry	CLASSES OF BENEFITS PAID ¹					Number of Unions Reporting no Benefits
		Sick	Accident	Death	Out of Work	Strike	
Printing and Allied Trades — Con.							
<i>Stereotyping, etc.</i>	7	—	—	3	—	3	3
Stereotypers and electrotypers,	4	—	—	2	—	1	2
Others,	3	—	—	1	—	2	1
Public Employment.							
<i>Municipal employees,</i>	25	2	2	1	—	3	18
Restaurants and Retail Trade.							
<i>Hotels and Restaurants.</i>	32	13	3	19	—	9	7
Bartenders,	21	10	2	14	—	6	3
Cooks and waiters,	5	2	1	4	—	2	—
Others,	6	1	—	1	—	1	4
<i>Retail Trade.</i>	15	10	3	9	—	2	5
Retail clerks,	13	9	2	9	—	1	4
Others,	2	1	1	—	—	1	1
Textiles.							
<i>Bleaching, Dyeing, and Printing.</i>	1	—	—	1	—	—	—
Employees,	1	—	—	1	—	—	—
<i>Cotton Goods.</i>	30	1	9	17	8	23	4
Loomfixers,	8	1	4	5	—	4	2
Mule spinners,	6	—	4	6	4	6	—
Others,	16	—	1	6	4	13	2
<i>Woolen Goods.</i>	6	—	—	1	—	4	1
Employees,	6	—	—	1	—	4	1
Transportation.							
<i>Railroads.</i>	81	33	29	45	3	37	20
Car workers,	3	—	—	3	—	—	—
Clerks,	12	1	—	1	—	4	6
Conductors,	5	3	3	4	—	1	—
Locomotive engineers,	5	1	1	2	—	—	3
Locomotive firemen,	3	1	1	2	—	2	—
Machinists,	1	—	—	1	1	1	—
Maintenance of way employees,	6	—	2	2	—	1	3
Station agents and employees,	2	1	—	—	—	—	1
Trainmen,	17	11	13	15	1	13	2
Street and elevated railway employees,	17	9	6	11	1	12	3
Others,	11	6	3	4	—	3	2
<i>Teaming.</i>	31	6	2	9	1	13	12
Teamsters,	28	5	1	7	1	11	11
Others,	3	1	1	2	—	2	1
<i>Navigation.</i>	4	3	3	4	1	2	—
Employees,	4	3	3	4	1	2	—
<i>Freight Handling.</i>	15	8	5	5	—	3	6
Freight handlers and clerks,	10	6	5	2	—	2	4
Others,	5	2	—	3	—	1	2
<i>Telegraphs.</i>	6	2	2	4	1	3	1
Telegraphers (railroad),	5	2	2	4	1	2	1
Others,	1	—	—	—	—	1	—
Woodworking and Furniture.							
<i>Planing Mill Products.</i>	1	—	1	1	—	1	—
Employees,	1	—	1	1	—	1	—

¹ See foot-note on page 198.

TABLE XVII. — *Number of Unions Reporting Classes of Benefits: By Trades*
— Concluded.

TRADES.	Number of Unions Answering Inquiry	CLASSES OF BENEFITS PAID ¹					Number of Unions Reporting no Benefits
		Sick	Accident	Death	Out of Work	Strike	
Woodworking and Furniture — Con.							
<i>Cooperage.</i>	4	1	—	1	—	4	—
Coopers,	4	1	—	1	—	4	—
<i>Wood Turning and Carving.</i>	11	5	3	8	3	8	3
Employees,	11	5	3	8	3	8	3
Others.							
<i>Barbering.</i>	19	16	6	17	1	5	2
Barbers,	19	16	6	17	1	5	2
<i>Glass and Glassware.</i>	3	—	—	1	—	2	1
Employees,	3	—	—	1	—	2	1
<i>Paper and Paper Goods.</i>	4	—	—	—	—	2	2
Employees,	4	—	—	—	—	2	2
<i>Stationary Enginemen.</i>	33	4	3	3	2	11	21
Engineers,	15	2	1	2	1	7	8
Firemen,	18	2	2	1	1	4	13
<i>Theatres and Music.</i>	37	3	1	6	1	10	20
Musicians,	22	2	—	5	—	1	14
Theatrical stage employees,	11	—	—	—	—	6	5
Others,	4	1	1	1	1	3	1
<i>Miscellaneous.</i>	1	—	—	—	—	—	1
Others,	1	—	—	—	—	—	1
Totals,	1 937	278	201	503	76	463	260

¹ See foot-note on page 198.TABLE XVIII. — *Number of Unions Reporting Agreements Accepted and not Accepted by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Trades.*

TRADES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or less ¹	Doubtful or Not Stated			
Building and Stone Working.							
<i>Building Trades.</i>	54	49	10	28	141	171	312
Bricklayers, masons, etc.,	14	5	4	—	23	26	49
Carpenters,	15	17	2	14	48	68	116
Electrical workers,	2	4	—	2	8	6	14
Engineers (hoisting and portable),	—	1	—	—	1	5	6
Lathers (wood, wire, and metal),	4	2	—	2	8	5	13
Painters, decorators, etc.,	5	7	2	6	20	33	53
Plumbers, steamfitters, etc.,	9	5	—	3	17	18	35
Sheet metal workers,	3	3	—	—	6	4	10
Others,	2	5	2	1	10	6	16
<i>Stone Working Trades.</i>	18	9	1	4	32	8	40
Granite cutters,	9	5	—	3	17	2	19
Paving cutters,	3	1	1	—	5	1	6
Quarry workers,	4	2	—	1	7	1	8
Others,	2	1	—	—	3	4	7

¹ Not including "No Firms."

TABLE XVIII. — *Number of Unions Reporting Agreements Accepted and not Accepted by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Trades — Continued.*

TRADES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less ¹	Doubtful or Not Stated			
Building and Stone Working — Con.							
<i>Building and Street Labor.</i>	4	1	1	5	11	25	36
Hod carriers and building laborers, . . .	3	1	1	4	9	20	29
Pavers and street laborers, . . .	1	—	—	1	2	5	7
Clothing.							
<i>Boots and Shoes.</i>	18	18	12	15	61	16	77
Boot and shoe workers (mixed), . . .	3	7	4	6	20	10	30
Cutters, . . .	2	—	3	1	6	2	8
Edgemakers, . . .	1	—	—	3	4	—	4
Lasters and machine operators, . . .	3	1	3	2	9	—	9
Stitchers, . . .	2	2	—	1	5	1	6
Others, . . .	7	6	2	2	17	3	20
<i>Hats, Caps, and Furs.</i>	1	2	—	1	4	1	5
Employees, . . .	1	2	—	1	4	1	5
<i>Garments.</i>	2	6	6	5	19	4	23
Garment workers, . . .	2	2	1	1	6	4	10
Tailors and dressmakers, . . .	—	4	5	4	13	—	13
<i>Laundry.</i>	—	1	1	2	4	—	4
Laundry workers, . . .	—	1	1	2	4	—	4
Food, Liquor, and Tobacco Trades.							
<i>Food Products.</i>	—	8	2	1	11	3	14
Bakers and confectioners, . . .	—	8	1	1	10	2	12
Others, . . .	—	—	1	—	1	1	2
<i>Liquors.</i>	2	1	—	7	10	1	17
Brewery workmen, . . .	7	—	—	2	9	1	10
Others, . . .	1	1	—	5	7	—	7
<i>Tobacco.</i>	7	1	—	3	11	5	16
Cigar makers and strippers, . . .	7	1	—	3	11	5	16
Leather and Rubber Goods.							
<i>Leather and Leather Goods.</i>	—	—	1	—	1	1	2
Leather workers, . . .	—	—	1	—	1	1	2
<i>Rubber and Gutta Percha Goods.</i>	1	—	2	—	3	4	7
Others, . . .	1	—	2	—	3	4	7
Metals, Machinery, and Shipbuilding.							
<i>Iron and Steel Manufacture.</i>	10	6	6	17	39	69	108
Blacksmiths and horseshoers, . . .	2	3	—	3	8	12	20
Boilermakers and helpers, . . .	2	—	—	5	7	9	16
Iron molders, . . .	3	3	2	4	12	12	24
Machinists, . . .	—	—	2	4	6	23	29
Pattern makers, . . .	—	—	—	—	—	5	5
Others, . . .	3	—	2	1	6	8	14
<i>Miscellaneous Metal Trades.</i>	3	1	5	1	10	10	20
Metal polishers, . . .	2	—	2	1	5	9	14
Others, . . .	1	1	3	—	5	1	6
<i>Shipbuilding.</i>	1	—	—	—	1	4	5
Employees, . . .	1	—	—	—	1	4	5

¹ Not including "No Firms."

TABLE XVIII. — *Number of Unions Reporting Agreements Accepted and not Accepted by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Trades — Continued.*

TRADES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY—				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less ¹	Doubtful or Not Stated			
Printing and Allied Trades.							
<i>Printing and Publishing.</i>	7	6	7	3	23	6	29
Compositors,	4	4	5	1	14	2	16
Printing pressmen,	3	1	2	2	8	3	11
Others,	—	1	—	—	1	1	2
<i>Bookbinding, etc.</i>	—	—	1	—	1	3	4
Bookbinders,	—	—	1	—	1	3	4
<i>Stereotyping, etc.</i>	2	4	—	—	6	2	8
Stereotypers and electrotypers,	2	—	—	—	2	2	4
Others,	—	4	—	—	4	—	4
Public Employment.							
United States government,	—	—	—	—	—	3	3
State employees,	—	—	—	1	1	1	2
Municipal employees,	2	—	—	1	3	26	29
Restaurants and Retail Trade.							
<i>Hotels and Restaurants.</i>	8	4	3	6	21	16	37
Bartenders,	8	2	1	5	16	13	29
Cooks and waiters,	—	2	2	1	5	1	6
Others,	—	—	—	—	—	2	2
<i>Retail Trade.</i>	1	3	2	4	10	8	18
Retail clerks,	1	3	1	4	9	7	16
Others,	—	—	1	—	1	1	2
Textiles.							
<i>Bleaching, Dyeing, and Printing.</i>	—	—	—	—	—	2	2
Employees,	—	—	—	—	—	2	2
<i>Cotton Goods.</i>	3	—	—	2	5	37	42
Loomfixers,	1	—	—	—	1	9	10
Mule spinners,	1	—	—	1	2	7	9
Others,	1	—	—	1	2	21	23
<i>Flax, Hemp, and Jute Goods.</i>	—	—	—	—	—	1	1
Rope makers,	—	—	—	—	—	1	1
<i>Woolen Goods.</i>	2	—	1	1	4	3	7
Employees,	2	—	1	1	4	3	7
Transportation.							
<i>Railroads.</i>	31	1	1	44	77	43	120
Car workers,	2	—	—	2	4	3	7
Clerks,	1	—	—	2	3	12	15
Conductors,	1	—	—	4	5	2	7
Locomotive engineers,	4	—	—	3	7	—	7
Locomotive firemen,	5	—	—	—	5	3	8
Maintenance of way employees,	1	—	1	6	8	1	9
Trainmen,	7	—	—	11	18	2	20
Street and electric railway employees,	5	—	—	10	15	5	20
Others,	5	1	—	6	12	15	27
<i>Teaming.</i>	4	11	2	16	33	11	44
Teamsters,	4	9	1	15	29	10	39
Others,	—	2	1	1	4	1	5
<i>Navigation.</i>	1	—	—	1	2	2	4
Employees,	1	—	—	1	2	2	4

¹ Not including "No Firms."

TABLE XVIII. — *Number of Unions Reporting Agreements Accepted and not Accepted by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Trades — Concluded.*

TRADES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or less ¹	Doubtful or Not Stated			
Transportation — Con.							
<i>Freight Handling.</i>	5	—	—	2	7	9	16
Freight handlers and clerks, . . .	3	—	—	2	5	4	9
Others,	2	—	—	—	2	5	7
<i>Telegraphs.</i>	1	—	1	2	4	3	7
Telegraphers (commercial), . . .	—	—	—	—	—	2	2
Telegraphers, railroad,	1	—	1	2	4	1	5
Wooden Manufactures.							
<i>Planing Mill Products.</i>	1	—	—	1	2	—	2
Employees,	1	—	—	1	2	—	2
<i>Cooperage.</i>	2	—	—	1	3	1	4
Coopers,	2	—	—	1	3	1	4
<i>Wood Turning and Carving.</i>	—	1	1	2	4	9	13
Employees,	—	1	1	2	4	9	13
Others.							
<i>Barbering.</i>	6	12	—	2	20	8	28
Barbers,	6	12	—	2	20	8	28
<i>Chemicals.</i>	—	—	—	—	—	1	1
Employees,	—	—	—	—	—	1	1
<i>Glass and Glassware.</i>	—	—	—	1	1	3	4
Employees,	—	—	—	1	1	3	4
<i>Paper and Paper Goods.</i>	1	—	—	—	1	3	4
Paper makers,	1	—	—	—	1	3	4
<i>Stationary Enginemen.</i>	5	2	1	3	11	26	37
Engineers,	2	—	—	1	3	16	19
Firemen,	3	2	1	2	8	10	18
<i>Theatres and Music.</i>	6	6	2	2	16	8	24
Musicians,	1	—	—	—	1	6	7
Theatrical stage employees, . . .	4	5	1	1	11	1	12
Others,	1	1	1	1	4	1	5
<i>Water, Light, and Power.</i>	—	—	—	—	—	1	1
Gas workers,	—	—	—	—	—	1	1
<i>Miscellaneous.</i>	—	—	—	—	—	2	2
Employees,	—	—	—	—	—	2	2
All Trades,	215	151	69	184	619	560	1,179

¹ Not including "No Firms."

TABLE XIX. — *Number of Unions Reporting Agreements Accepted and not Accepted by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Localities.*

LOCALITIES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY—				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or less ¹	Doubtful or not Stated			
The State.	215	151	69	184	619	560	1,179
BOSTON,	36	30	18	41	125	103	228
BROCKTON,	14	17	1	7	39	13	52
FALL RIVER,	6	6	—	3	15	15	30
FITCHBURG,	3	3	2	6	14	14	28
HAVERHILL,	13	7	1	2	23	3	26
HOLYOKE,	5	5	—	2	12	20	32
LAWRENCE,	9	3	1	7	20	32	52
LOWELL,	6	—	5	13	24	18	42
LYNN,	9	12	7	9	37	13	50
NEW BEDFORD,	5	2	2	4	13	19	32
SPRINGFIELD,	6	6	1	8	21	30	51
WORCESTER,	11	6	3	9	29	27	56
Other cities and towns,	92	54	28	73	247	253	500

¹ Not including "No Firms."TABLE XX. — *Membership and Number of Members and Percentages Idle, at the End of Each Quarter, 1908.*

LOCALITIES.	FIRST QUARTER (MARCH 31, 1908) (CORRECTED RETURNS) ¹		SECOND QUARTER (JUNE 30, 1908)		THIRD QUARTER (SEPTEMBER 30, 1908)		FOURTH QUARTER (DECEMBER 30, 1908)	
	Membership of Unions Reporting	Percentages of Membership Idle	Membership of Unions Reporting	Percentages of Membership Idle	Membership of Unions Reporting	Percentages of Membership Idle	Membership of Unions Reporting	Percentages of Membership Idle
The State.	66,968	17.90	72,815	14.41	83,969	10.62	102,941	13.94
BOSTON,	26,435	16.91	33,781	16.09	30,988	10.30	33,234	15.23
BROCKTON,	15,580	10.94	5,595	15.30	6,107	11.43	9,016	9.73
FALL RIVER,	2—	2—	2,912	6.22	5,890	12.68	7,576	5.46
FITCHBURG,	2—	2—	2—	2—	2—	2—	1,071	13.17
HAVERHILL,	2—	2—	1,712	9.99	2,040	3.14	2,049	7.03
HOLYOKE,	2—	2—	2—	2—	2—	2—	1,233	20.36
LAWRENCE,	2,136	38.90	2,762	17.27	3,008	14.56	2,636	14.34
LOWELL,	2,926	32.81	1,173	8.35	1,258	10.02	1,168	12.59
LYNN,	5,175	4.04	5,088	19.34	6,293	5.31	8,077	7.26
NEW BEDFORD,	2,793	43.54	3,905	15.39	1,874	13.18	6,476	39.87
QUINCY,	2—	2—	2—	2—	1,896	2.53	1,604	3.99
SALEM,	2—	2—	2—	2—	2—	2—	1,419	8.67
SPRINGFIELD,	2—	2—	2,645	5.82	2,870	3.03	3,175	12.44
TAUNTON,	2—	2—	2—	2—	1,214	5.11	2—	2—
WORCESTER,	3,689	11.11	2,777	13.97	2,897	8.35	2,959	11.76
Other cities and towns,	8,234	26.57	10,465	10.92	17,634	14.93	21,248	13.34

¹ See Note 1 following Table VI on page 183.² Included under "Other cities and towns" for the quarter specified.

TABLE XXI.—*Membership and Percentage of Membership Idle: By Industries. Comparative Statement by Quarters, 1908.*

INDUSTRIES.	FIRST QUARTER (MARCH 31, 1908) (CORRECTED RETURNS) ¹		SECOND QUARTER (JUNE 30, 1908)		THIRD QUARTER (SEPTEMBER 30, 1908)		FOURTH QUARTER (DECEMBER 31, 1908)	
	Member- ship of Unions Re- porting	Per- centage of Mem- bership Idle	Member- ship of Unions Re- porting	Per- centage of Mem- bership Idle	Member- ship of Unions Re- porting	Per- centage of Mem- bership Idle	Member- ship of Unions Re- porting	Per- centage of Mem- bership Idle
Building and Stone Working.	15,939	24.86	15,148	17.76	19,744	9.16	19,100	22.99
Building trades,	10,863	25.20	14,092	18.20	14,848	9.34	14,853	21.21
Stone working trades,	1,818	29.98	871	3.66	3,099	3.29	2,829	16.90
Paving trades,	438	65.75	—	—	—	—	—	—
Building and street labor,	2,820	13.94	185	43.24	1,797	17.75	1,418	53.88
Clothing.	16,712	8.91	11,365	20.81	15,803	17.68	22,488	7.73
Boots and shoes,	16,067	8.04	10,171	18.21	13,882	17.14	20,900	6.37
Hats, caps, and furs,	80	75.00	148	43.24	20	40.00	112	68.75
Garments,	465	25.81	1,046	42.93	1,749	23.04	1,328	25.08
Shirts, collars, and laundry,	100	17.00	—	—	152	2.63	248	1.61
Food, Liquors, and Tobacco.	5,071	11.00	4,719	7.04	4,886	9.21	5,781	23.76
Food products,	165	9.09	663	11.01	390	2.50	344	7.56
Liquors,	1,806	3.21	1,123	10.42	1,674	8.60	1,811	9.00
Tobacco,	3,100	15.65	2,933	4.84	2,852	10.41	3,626	40.62
Leather and Rubber Goods.	700	21.29	127	3.94	270	1.48	464	8.63
Metals, Machinery, and Ship- building.	3,094	16.38	5,955	19.04	4,803	15.09	6,588	17.43
Iron and steel manufacture,	2,950	16.58	5,560	17.81	4,293	16.03	5,576	16.27
Miscellaneous metal trades,	144	12.50	151	9.27	367	8.45	772	21.37
Shipbuilding,	—	—	244	53.28	143	4.20	240	31.67
Paper and Paper Goods.	72	—	190	—	139	87.77	73	1.37
Printing and Allied Trades.	1,816	8.98	3,311	10.48	3,270	12.57	4,196	9.37
Printing and publishing,	1,694	8.49	2,693	8.35	2,503	7.87	3,364	6.06
Bookbinding and blankbook making,	32	21.88	256	41.41	253	64.03	252	61.90
Stereotyping, electrotyping, and photo-engraving,	100	13.00	362	4.42	514	10.12	580	5.69
Public Employment.	455	77.58	1,246	5.70	3,591	6.82	3,209	12.71
Restaurants and Retail Trade.	1,003	4.29	3,231	13.43	2,045	5.87	2,411	7.69
Hotels and restaurants,	353	5.67	2,345	17.36	1,213	8.00	1,185	12.41
Retail trade,	650	3.54	886	3.05	832	2.76	1,226	2.94
Textiles.	5,846	43.92	6,101	13.56	7,222	15.52	13,265	20.86
Cotton goods,	5,098	43.31	5,156	14.37	6,340	15.63	12,190	22.17
Woolen goods,	748	48.13	735	6.94	874	14.87	850	5.65
Other textiles,	—	—	210	16.67	8	—	225	7.56
Transportation.	12,703	13.28	15,774	8.90	15,233	4.75	18,198	5.69
Railroads,	3,936	6.53	7,389	5.85	10,433	2.26	10,890	2.80
Teaming,	7,506	18.54	4,809	6.70	1,644	9.43	2,106	11.44
Navigation,	—	—	300	36.67	295	30.51	2,357	17.01
Freight handling,	575	4.35	2,401	22.07	1,965	11.50	1,999	3.90
Telegraphs and telephones,	688	1.90	875	1.14	896	0.67	846	1.42
Woodworking and Furniture.	901	23.31	913	27.27	1,759	9.38	1,254	15.23
Miscellaneous.	2,656	11.18	4,735	13.35	5,304	4.42	5,914	6.51
Glass and glassware,	60	20.00	117	10.26	117	10.26	113	92.92
Stationary engineers,	1,413	15.71	2,460	5.57	2,349	5.07	2,776	3.39
Theatres and music,	183	21.86	879	49.72	975	4.00	1,285	8.79
Barbering,	1,000	2.30	1,279	3.60	1,763	3.40	1,740	4.20
Totals.	66,968	17.90	72,815	14.41	83,969	10.62	102,941	13.94

¹ See Note 1 following Table on page 183.

TABLE XXII. — Working Rules and Other Agreements Reported in Force during 1908.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS			Dates of Adoption	Duration	Localities
	Employers	Employees				
Building and Stone Working. <i>Building Trades.</i>						
Asbestos workers,	Individual employers	Asbestos Workers No. 6	July 1, 1908	One year	Boston.	
Bricklayers, etc.,	Individual employers	Bricklayers, Masons, and Plasterers No. 26	1907	Two years	Atleborough.	
Bricklayers, etc.,	Individual employers	Bricklayers, Masons, and Plasterers No. 22	March, 1908	One year	Fitchburg.	
Bricklayers, etc.,	Individual employers	Bricklayers and Plasterers No. 36	May 1, 1908	One year	Greenfield.	
Bricklayers, etc.,	Individual employers	Bricklayers and Masons No. 10	May 1, 1908	One year	Lawrence.	
Carpenters,	Individual employers	Carpenters No. 878	May 1, 1908	One year	Beverly.	
Carpenters,	Individual employers	Carpenters No. 33	May 1, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters No. 67	May 1, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters No. 218	May 1, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters No. 889	May 1, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters No. 1086	May 1, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters: Branch 3	June, 1908	One year	Boston.	
Carpenters,	Individual employers	Carpenters No. 438	May 1, 1908	One year	Brookline.	
Carpenters,	Individual employers	Carpenters No. 441	May 1, 1908	One year	Brookline.	
Carpenters,	Individual employers	Carpenters No. 1653	May 1, 1908	One year	Cambridge.	
Carpenters,	Individual employers	Carpenters No. 780	May 1, 1908	One year	Cambridge.	
Carpenters,	Individual employers	Carpenters No. 1305	May 1, 1907	One year	Malden.	
Carpenters,	Individual employers	Carpenters No. 910	May 1, 1908	One year	Fall River.	
Carpenters,	Individual employers	Carpenters No. 1645	May 1, 1906	One year	Gloucester.	
Carpenters,	Individual employers	Carpenters No. 989	1903	Two years	Hull.	
Carpenters,	Individual employers	Carpenters No. 866	May 1, 1908	Five years	Newburyport.	
Carpenters,	Individual employers	Carpenters No. 762	May 1, 1908	One year	Norwood.	
Carpenters,	Individual employers	Carpenters No. 1531	1908	One year	Quincy.	
Carpenters,	Individual employers	Carpenters No. 1210	May 1, 1908	One year	Rockland.	
Carpenters,	Individual employers	Carpenters No. 1379	May 1, 1908	One year	Salem.	
Electrical workers,	Individual employers	Electrical Workers No. 223	May 1, 1908	One year	Somerville.	
Electrical workers,	Individual employers	Electrical Workers No. 7	May 1, 1907	One year	Brookline.	
Electrical workers,	Individual employers	Electrical Workers No. 566	Oct. 1, 1907	One year	Springfield.	
Housemen,	Individual employers	Electrical Workers No. 96	Sept., 1907	Indefinite	Springfield.	
Housemen and bridgemen,	Individual employers	United Housemen and Bridgemen No. 7	Sept. 1, 1907	One year	Worcester.	
Laathers,	Individual employers	Laathers No. 123	May 1, 1908	One year	Boston.	
Laathers (wood, wire, and metal),	Individual employers	Laathers No. 90	May 1, 1907	One year	Brookline.	
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 231	Jan. 1, 1908	One year	Lawrence.	
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 296	Apr. 1, 1908	Indefinite	Adams.	
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 709	Apr. 1, 1908	One year	Brookton.	
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 709	June 21, 1908	One year	Brookline.	

TABLE XXII. — *Working Rules and Other Agreements Reported in Force during 1908* — Continued.

Industries and Occupations.	Parties to Agreements		Dates of Adoption	Duration	Localities
	Employers	Employees			
Building and Stone Working — Con.					
<i>Building Trades</i> — Con.					
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 175	Apr. 1, 1908	One year	Fitchburg.
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 605	May 1, 1908	One year	Medford.
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 216	1907	Indefinite	Milford.
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 545	Oct. 1, 1907	Indefinite	Newton.
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 1013	May, 1908	Two years	Rockland.
Painters,	Individual employers	Painters, Decorators, and Paperhangers No. 280	1907	One year	Westborough.
Plasterers,	Individual employers	Plasterers No. 10	Feb. 1, 1908	One year	Boston.
Paperhangers,	Individual employers	Paperhangers No. 102	Apr. 1, 1908	—	Lawrence.
Plumbers,	Individual employers	Plumbers No. 483	Apr. 1, 1908	One year	Worcester.
Plumbers,	Individual employers	Plumbers No. 465	1905	Three years	Adams.
Plumbers,	Individual employers	Plumbers No. 138	Apr. 27, 1908	One year	Beverly.
Plumbers,	Individual employers	Plumbers No. 12	May 1, 1908	One year	Boston.
Plumbers,	Individual employers	Plumbers, Gas, Steamfitters, and Steamfitters Helpers No. 486	Aug. 10, 1908	Eight mos.	Haverhill.
Plumbers,	Individual employers	Plumbers No. 283	Oct. 1, 1907	One year	Lawrence.
Plumbers,	Individual employers	Plumbers No. 77	May 1, 1908	One year	Lynn.
Plumbers,	Individual employers	Plumbers No. 145	May 1, 1908	One year	Malden.
Plumbers,	Individual employers	Plumbers, Steamfitters, and Steamfitters Helpers No. 64	Aug. 1, 1908	One year	Northampton.
Roofers,	Individual employers	Roofers Protective No. 28	May 1, 1908	One year	Brockton.
Sheet metal workers,	Individual employers	Sheet Metal Workers No. 17	Aug. 1, 1908	One year	Boston.
Sheet metal workers,	Individual employers	Sheet Metal Workers No. 217	Sept. 1, 1908	One year	Lynn.
Steamfitters,	Individual employers	Sheet Metal Workers No. 289	1908	Indefinite	New Bedford.
Wharf and bridge carpenters,	Individual employers	Steam and Gas Fitters No. 316	May 1, 1908	One year	Brockton.
		Wharf and Bridge Carpenters No. 1393	May, 1908	One year	Boston.
<i>Building and Street Labor.</i>					
Building laborers,	Individual employers	Building Laborers No. 89	1908	Indefinite	Haverhill.
Hod carriers and building laborers,	Individual employers	Hod Carriers and Building Laborers No. 223	1908	One year	Boston.

Stone Working.

Granite cutters,	Individual employers	Granite Cutters	Cape Ann Branch	Apr. 1, 1908	One year	Boston.
Granite cutters,	Individual employers	Granite Cutters	Cape Ann Branch	May 1, 1908	Three years	Gloucester and Rockport.
Granite cutters,	Individual employers	Granite Cutters	Lawrence Branch	May 1, 1908	Three years	Lawrence.
Granite cutters,	Individual employers	Granite Cutters	Quincy Branch	Apr. 24, 1908	Three years	Monkton.
Granite cutters,	Individual employers	Granite Cutters	Quincy Branch	Mar. 1, 1908	Three years	Quincy.
Granite cutters,	Individual employers	Granite Cutters	Graniteville Branch	May, 1908	Two years	Springfield.
Granite cutters,	Individual employers	Granite Cutters	Graniteville Branch	Ex. Apr. 1, 1908	Two years	Westford.
Granite polishers,	Individual employers	Granite Polishers		Mar. 1, 1908	Three years	Quincy.
Paving cutters,	Individual employers	Paving Cutters No. 63		May 1, 1908	One year	Fall River.
Paving cutters,	Individual employers	Paving Cutters No. 52		Mar. 1, 1908	Three years	Gloucester (Lanesville).
Paving cutters,	Individual employers	Paving Cutters No. 67		Apr. 15, 1908	Three years	New Bedford.
Paving cutters,	Individual employers	Paving Cutters No. 53		Feb. 29, 1908	Three years	Rockport.
Quarry workers,	Individual employers	Quarry Workers No. 30		Apr. 1, 1908	Three years	East Longmeadow.
Quarry workers (derrickmen),	Individual employers	Quarry Workers No. 88		Apr. 1, 1908	Four years	Milford.
Quarry workers,	Individual employers	Quarry Workers No. 47		Apr. 1, 1908	Three years	Quincy.
Tool sharpeners,	Individual employers	Tool Sharpeners No. 11		1907, 1908	Three years	Milford.
Tool sharpeners,	Individual employers	Tool Sharpeners No. 1		Mar. 1, 1908	Three years	Quincy.

*Clothing.**Boots and Shoes.*

Boot and shoe workers,	Individual employers	Boot and Shoe Workers No. 143		May 1, 1908	One year	Braintree.
Boot and shoe workers,	Individual employers	Boot and Shoe Workers No. 238		Mar. 26, 1908	One year	New Bedford.
Boot and shoe workers,	Individual employers	Boot and Shoe Workers No. 161		Apr. 1, 1908	One year	Spencer.
Boot and shoe workers,	Individual employers	Boot and Shoe Workers (Mixed) No. 53		Jan., 1908	One year	Weymouth.
Boot and shoe workers,	Individual employers	Boot and Shoe Workers (Mixed) No. 31		Aug. 4, 1908	One year	Whitman.
Cutters,	Individual employers	Cutters No. 191		Oct. 12, 1907	One year	Weymouth.
Edgemakers,	Individual employers	Edgemakers No. 425		June 1, 1908	One year	Whitman.
Finishers,	Individual employers	Finishers No. 37		June 1, 1908	Three years	Whitman.
Ironers and treers,	Individual employers	Ironers and Treers Independent		1905	One year	Brookton.
Lasting machine operators,	Individual employers	Lasting Machine Operators No. 1		1905	One year	Lynn.
Turn workmen,	Individual employers	Shoe Workers Protective No. 2		1907, 1908	One year	Lynn.

Garments.

Cloak and suit cutters,	Individual employers	Cloak and Suit Cutters No. 26		1907	One year	Boston.
Garment workers,	Individual employers	Garment Workers No. 165		Jan. 1, 1908	One year	Pittsfield.
Ladies' tailors and dressmakers,	Individual employers	Ladies' Tailors and Dressmakers No. 36		Nov., 1907	Indefinite	Boston.
Overall workers,	Individual employers	Overall Workers No. 124		Aug. 1, 1907	One year	North Brookfield.
Skirt and cloak pressmen,	Individual employers	Skirt and Cloak Pressmen No. 12		Mar. 30, 1907	One year	Boston.
Tailors (custom),	Individual employers	Tailors No. 12		Sept., 1907	One year	Boston.
Tailors,	Individual employers	Tailors No. 353		1907	One year	North Adams.
Tailors,	Individual employers	Tailors No. 295		Sept., 1907	One year	Pittsfield.

Hats, Caps, and Furs.

Cap cutters,	Individual employers	Cap Cutters No. 38		Jan. 1, 1908	One year	Boston.
Cloth hat and cap makers,	Individual employers	Cloth Hat and Cap Makers No. 7		Jan., 1908	Two years	Boston.

TABLE XXII. — *Working Rules and Other Agreements Reported in Force during 1908* — Continued.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates of Adoption	Duration	Localities
	Employers	Employees			
Clothing — Con.					
<i>Hats, Caps, and Furs — Con.</i>					
Hatters,	Individual employers	Hatters No. 5	June 1, 1908	One year	Boston.
Hatters,	Individual employers	Hatters No. 6	June 1, 1908	One year	Boston.
<i>Shirts, Collars, and Laundry.</i>					
Laundry workers,	Individual employers	Laundry Workers No. 64	May 1, 1908	One year	Brockton.
Laundry workers,	Individual employers	Laundry Workers No. 62	1907	One year	Lynn.
Food, Liquor, and Tobacco Trades.					
<i>Food Products.</i>					
Bakers,	Individual employers	Bakers No. 7	May, 1908	One year	Boston.
Bakers,	Individual employers	Bakers No. 45 (Hebrew)	May 1, 1908	One year	Boston.
Bakers,	Individual employers	Bakers No. 183 (Hebrew)	May, 1908	One year	Lynn.
Bakers,	Individual employers	Bakers No. 95	May 1, 1908	One year	New Bedford.
Bakers,	Individual employers	Bakers No. 277	May 1, 1908	One year	Salem.
Bakers,	Individual employers	Bakers No. 54	June 1, 1908	One year	Taunton.
Butcher workmen,	Individual employers	Butcher Workmen No. 162	1907	Indefinite	Boston.
<i>Liquors.</i>					
Bottlers and drivers,	Individual employers	Bottlers and Drivers No. 122	1907	Three years	Boston.
Brewery workmen,	Individual employers	Brewery Workmen No. 125	Apr. 13, 1908	One year	Lawrence.
Brewery workmen,	Individual employers	Brewery Workmen No. 197	May 1, 1908	One year	New Bedford.
Brewery workmen,	Individual employers	Brewery Workmen No. 136	May 1, 1908	One year	Worcester.
Leather and Rubber Goods.					
<i>Leather and Leather Goods.</i>					
Leather workers on horse goods,	Individual employers	Leather Workers on Horse Goods No. 105	Apr. 1, 1908	One year	Boston.
Metals, Machinery, and Shipbuilding.					
<i>Iron and Steel Trades.</i>					
Boiler makers,	Individual employers	Boiler Makers No. 431	May 1, 1907	One year	Boston.
Boiler makers' helpers,	Individual employers	Boiler Makers Helpers No. 210	1907	One year	Boston.
Boiler makers,	Individual employers	Boiler Makers: University City Lodge No. 515	May, 1907	One and one-half years	Cambridge.
Horseshoers,	Individual employers	Horseshoers No. 97	May 1, 1908	One year	Haverhill.

Horsehoers.	.	Horsehoers No. 42	.	May 1, 1908	Four mos.	Lowell.
Horsehoers.	.	Horsehoers No. 244	.	Jan. 10, 1908	—	Milford.
Horsehoers.	.	Horsehoers No. 31	.	June 1, 1908	Four mos.	Worcester.
Machinists.	.	Machinists No. 391	.	May 1, 1908	One year	Boston.
Machinists.	.	Machinists No. 481	.	1907	Indefinite	Greenfield.
Machinists.	.	Machinists: Berkshire Lodge No. 435	.	Aug. 1, 1907	One year	Pittsfield.
Pattern makers.	.	Pattern Makers Association	.	1907	—	Pittsfield.
<i>Miscellaneous Metal Trades.</i>						
Brass workers.	.	Brass Workers No. 55	.	April 1, 1908	Indefinite	Boston.
Metal polishers, buffers, and platers.	.	Metal Polishers, Buffers, and Platers No. 118	.	Jan. 1, 1908	One year	Athol.
Metal polishers, buffers, and platers.	.	Metal Polishers, Buffers, and Platers No. 50	.	July 1, 1908	One year	Watertown.
<i>Shipbuilding.</i>						
Ship machinists and derrick riggers	.	Ship Machinists and Derrick Riggers No. 10315	.	1904	Four years	Boston.
Printing and Allied Trades.						
<i>Printing and Publishing.</i>						
Allied Printing Trades Council.	.	Allied Printing Trades Council	.	June, 1908	—	Lowell.
Compositors.	.	Typographical No. 13	.	Nov. 17, 1908	—	Boston.
Compositors.	.	Typographical No. 61	.	1905	Three years	Cambridge.
Compositors.	.	Typographical No. 623	.	Jan. 1, 1908	One year	Fitchburg.
Compositors.	.	Typographical No. 253	.	Jan. 1, 1908	Two years	Holyoke.
Compositors.	.	Typographical No. 51	.	Feb. 13, 1908	Indefinite	Lawrence.
Compositors.	.	Typographical No. 276	.	Nov. 30, 1907	One year	New Bedford.
Compositors.	.	Typographical No. 319	.	Sept. 1, 1908	One year	Taunton.
Newspaper mailers.	.	Newspaper Mailers No. 1	.	Nov. 1, 1905	Three years	Boston.
Printing pressmen.	.	Printing Pressmen No. 109	.	Nov. 18, 1908	Three years	Lowell.
Printing pressmen.	.	Printing Pressmen No. 35	.	Jan. 1, 1905	Three years	Norwood.
Printing pressmen.	.	Printing Pressmen No. 102	.	Jan. 1, 1908	Two years	Randolph.
Web pressmen.	.	Web Pressmen No. 3	.	Oct. 19, 1906	Two years	Boston.
<i>Bookbinding and Blankbook Making.</i>						
Bookbinders.	.	Bookbinders No. 56 (Women)	.	Oct. 1, 1908	Indefinite	Boston.
<i>Lithographing and Engraving.</i>						
Stereotypers.	.	Stereotypers No. 52	.	Mar., 1908	Indefinite	Fall River.
Restaurants and Retail Trade.						
<i>Hotels and Restaurants.</i>						
Bartenders.	.	Bartenders No. 97	.	1908	One year	Fitchburg.
Bartenders.	.	Bartenders No. 743	.	July 1, 1908	Nine mos.	Framingham.

TABLE XXII. — *Working Rules and Other Agreements Reported in Force during 1908* — Continued.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		DATES OF ADOPTION	DURATION	LOCALITIES
	EMPLOYERS	EMPLOYEES			
Restaurants and Retail Trade — Con.					
<i>Hotels and Restaurants</i> — Con.					
Bartenders,	Individual employers	Bartenders No. 370	May 1, 1908	One year	Gardner.
Bartenders,	Individual employers	Bartenders No. 80	May 1, 1908	One year	Lawrence.
Cooks and waiters,	Individual employers	Cooks and waiters No. 329	May 1, 1908	One year	Lynn.
Cooks and waiters,	Individual employers	Cooks and waiters No. 748	June 1, 1908	Indefinite	Worcester.
Culinary workers,	Individual employers	Culinary Alliance No. 161	Sept. 1, 1908	One year	Brockton.
<i>Retail Trade.</i>					
Dry goods clerks,	Individual employers	Dry Goods Clerks No. 605	Jan. 1, 1908	One year	Brockton.
Grocery and provision clerks,	Individual employers	Grocery and Provision Clerks No. 358	June 1, 1908	One year	Brockton.
Grocery and provision clerks,	Individual employers	Grocery and Provision Clerks No. 131	Oct. 1, 1908	One year	Lynn.
Newsboys,	Individual employers	Newsboys Protective No. 9077	June 1, 1908	Two years	Boston.
Retail clerks,	Individual employers	Retail Clerks No. 655	Jan. 1, 1908	One year	Athol.
Retail clerks,	Individual employers	Retail Clerks No. 175	1908	One year	Lynn.
Retail clerks,	Individual employers	Retail Clerks No. 711	1902	Six years	Rockland.
Retail clerks,	Individual employers	Retail Clerks No. 176	Oct. 1, 1908	Six mos.	Westfield.
Shoe and clothing clerks,	Individual employers	Shoe and Clothing Clerks No. 716	Jan. 1, 1908	One year	Brockton.
Textiles.					
<i>Cotton Goods.</i>					
Cotton mule spinners,	Individual employers	Cotton Mule Spinners Association No. 1	May 25, 1908	Six mos.	Fall River.
Mule spinners,	Individual employers	Mule Spinners No. 12	June 1, 1908	Indefinite	Taunton.
<i>Woolen and Worsted Goods.</i>					
Wool sorters,	Individual employers	Wool Sorters No. 494	1907	One year	South Barre.
Transportation.					
<i>Railroads</i>					
Car and locomotive painters,	Individual employers	Car and Locomotive Painters No. 338	May 1, 1908	One year	Boston.
Car upholsterers,	Individual employers	Car Upholsterers No. 118	May 1, 1908	One year	Boston.
Car workers,	Individual employers	Car Workers' City of Homes Lodge No. 185	May 1, 1908	Indefinite	Hyde Park.
Car workers,	Individual employers	Locomotive Engineers No. 61	May 1, 1908	One year	Springfield.
Locomotive engineers,	Individual employers	Locomotive Engineers' Association No. 191	1907	Indefinite	Boston.
Locomotive engineers,	Individual employers	Locomotive Engineers' Division No. 112	Apr. 1, 1908	Indefinite	Fitchburg.
Locomotive engineers,	Individual employers	Locomotive Engineers' Deerfield Valley Division No. 112	Apr. 1, 1908	Nine mos.	Greenfield.

Maintenance of way employees.	Individual employers	Maintenance of Way Employees No. 120	June 1, 1908	Indefinite	Boston.
Maintenance of way employees.	Individual employers	Maintenance of Way Employees No. 317	May 1, 1908	One year	Greenfield.
Maintenance of way employees.	Individual employers	Maintenance of Way Employees No. 284	May 1, 1908	One year	Lawrence.
Maintenance of way employees.	Individual employers	Maintenance of Way Employees No. 85	July, 1908	One year	Worcester.
Railroad building mechanics.	Individual employers	Chendon Lodge, B. & M. R. R. No. 62	1907	Indefinite	Boston.
Railroad station agents.	Individual employers	Railroad Building Mechanics No. 1	1907	-	Boston.
Railroad stationmen.	Individual employers	Railroad Stationmen No. 1	Oct., 1907	Two years	Boston.
Railroad trainmen.	Individual employers	Railroad Trainmen: Bunker Hill Lodge No. 404	Mar. 1, 1907	Indefinite	Boston.
Railroad trainmen.	Individual employers	Railroad Trainmen: Woronoco Lodge No. 335	1907	Indefinite	Westfield.
Railway carmen.	Individual employers	Railway Carmen: Bay State Lodge No. 102	May 1, 1908	One year	Norwood.
Railway clerks.	Individual employers	Railway Clerks No. 2	1907	-	Lowell.
Railway signalmen.	Individual employers	Railway Signalmen No. 5	July 1, 1908	One year	Boston.
Street and electric railway employees.	Individual employers	Street and Electric Railway Employees No. 174	May 22, 1908	Two years	Fall River.
Street and electric railway employees.	Individual employers	Street and Electric Railway Employees No. 238	May 22, 1908	Two years	Lynn.
Street and electric railway employees.	Individual employers	Street and Electric Railway Employees No. 498	July 1, 1908	Indefinite	Pittsfield.
Street and electric railway employees.	Individual employers	Street and Electric Railway Employees No. 253	June 1, 1908	Two years	Quincy.
Street and electric railway employees.	Individual employers	Street and Electric Railway Employees No. 448	1907	One year	Springfield.
<i>Teaming.</i>					
Carriage and cab drivers.	Individual employers	Carriage and Cab Drivers No. 128	Jan., 1908	One year	Boston.
Coal teamsters and helpers.	Individual employers	Coal Teamsters and Helpers No. 198	Jan. 10, 1908	One year	Holyoke.
Coal teamsters.	Individual employers	Coal Teamsters and Helpers No. 333	Sept. 1, 1907	Seven mos.	Quincy.
Laundry wagon drivers.	Individual employers	Laundry Wagon Drivers No. 308	Apr. 1, 1908	One year	Worcester.
Newspaper wagon drivers and helpers.	Individual employers	Newspaper Wagon Drivers and Helpers No. 259	June 1, 1908	Two years	Brockton.
Stablemen.	Individual employers	Stablemen's Protective No. 407	Oct. 15, 1908	One year	Boston.
Stable workers.	Individual employers	Stable Workers' Protective No. 10018	Oct. 20, 1908	Six mos.	Boston.
Team drivers.	Individual employers	Team Drivers No. 328	June 1, 1908	One year	Brockton.
Teamsters.	Individual employers	Teamsters No. 25	-	-	Boston.
Teamsters.	Individual employers	Teamsters No. 286	April, 1907	One year	Boston.
Teamsters, Joint Council of	Individual employers	Joint Council of Teamsters	Mar. 2, 1908	Two years	Brockton.
Teamsters.	Individual employers	Teamsters No. 266	Jan. 1, 1908	One year	Brockton.
Teamsters.	Individual employers	Team Drivers No. 327	June, 1908	One year	Gloucester.
Teamsters.	Individual employers	Teamsters No. 72	May, 1908	One year	Haverhill.
Teamsters.	Individual employers	Teamsters Protective No. 42	May, 1908	One year	Lowell.
Teamsters.	Individual employers	Teamsters Protective No. 326	Jan. 1, 1908	One year	Lynn.
Transfer drivers and helpers.	Individual employers	Transfer Drivers and Helpers No. 612	1907	Indefinite	Natick.
			May 4, 1908	Two years	Boston.

TABLE XXII. — *Working Rules and Other Agreements Reported in Force during 1908* — Concluded.

INDUSTRIES AND OCCUPATIONS.	PARTIES TO AGREEMENTS		Dates of Adoption	Duration	Localities
	Employers	Employees			
Transportation — Con.					
<i>Navigation.</i>					
Coal hoisting engineers, . . .	Individual employers	Coal Hoisting Engineers No. 74 . . .	Jan. 1, 1908	Indefinite	Boston.
Fremen, . . .	Individual employers	Atlantic Coast Marine Fremen . . .	June, 1906	Two years	Boston.
Seamen, . . .	Individual employers	Atlantic Coast Seamen . . .	Feb. 1, 1908	One year	Boston.
<i>Freight Handling.</i>					
Freight handlers, . . .	Individual employers	Freight Handlers Assembly No. 628 . . .	1907	Indefinite	Boston.
Freight handlers, . . .	Individual employers	Freight Handlers: Grand Junction Assembly No. 1065 . . .	May 28, 1908	One year	Boston.
Interior freight handlers and warehousemen, . . .	Individual employers	Interior Freight Handlers and Warehousemen No. 87 . . .	1907	Indefinite	Lowell.
Railroad freight and baggage men, . . .	Individual employers	Railroad Freight and Baggage men No. 103 . . .	1907	One year	Worcester.
<i>Telegraphs.</i>					
Railroad telegraphers, . . .	Individual employers	Railroad Telegraphers No. 89 . . .	Mar. 28, 1908	One year	Boston.
Railroad telegraphers, . . .	Individual employers	Railroad Telegraphers: Boston Division No. 41 . . .	Dec., 1907	One year	Boston.
Railroad telegraphers, . . .	Individual employers	Railroad Telegraphers: Ayer Division No. 104 . . .	1908	Indefinite	Clinton.
Railroad telegraphers, . . .	Individual employers	Railroad Telegraphers: No. Adams Division No. 139 . . .	Dec. 1, 1907	One year	North Adams.
Wooden Manufactures.					
<i>Saw and Planing-mill Products.</i>					
Boxmakers, . . .	Individual employers	Boxmakers No. 201 . . .	Oct. 1, 1907	Two years	Boston.
Shop and mill hands, . . .	Individual employers	Shop and Mill Hands No. 1410 . . .	May 1, 1908	One year	Boston.
<i>Cooperage.</i>					
Coopers, . . .	Individual employers	Coopers No. 96 . . .	Oct. 1, 1907	Indefinite	Townsend.
Others.					
<i>Barbering.</i>					
Barbers, . . .	Individual employers	Barbers No. 199 . . .	May, 1908	—	Chicopee.
Barbers, . . .	Individual employers	Barbers No. 550 . . .	Aug. 1, 1908	Indefinite	Gardner.
Barbers, . . .	Individual employers	Barbers No. 347 . . .	July 19, 1908	Indefinite	Lynn.
Barbers, . . .	Individual employers	Barbers No. 126 . . .	Jan., 1908	One year	North Adams.
Barbers, . . .	Individual employers	Barbers No. 408 . . .	May 1, 1908	Indefinite	Rockland.

Stationary Enginemen.

Stationary engineers, . . .	Individual employers	Stationary Engineers No. 16	Mar. 15, 1908	One year	Boston.
Stationary engineers, . . .	Individual employers	Stationary Engineers No. 79	Apr. 1, 1908	Three years	Quincy.
Stationary firemen, . . .	Individual employers	Stationary Firemen No. 83	Aug. 1, 1908	One year	Montague.
Stationary firemen, . . .	Individual employers	Stationary Firemen No. 143	Jan. 1, 1908	One year	Northampton.
Stationary firemen, . . .	Individual employers	Stationary Firemen No. 88	May 1, 1908	One year	Worcester.
<i>Theatres and Music.</i>					
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 11	Nov., 1903	Five years	Boston.
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 86	Sept. 1, 1908	One year	Fitchburg.
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 111	Sept., 1908	One year	Haverhill.
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 131	Nov., 1907	Two years	New Bedford.
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 83	Sept. 1, 1908	One year	North Adams.
Theatrical stage employees, . . .	Individual employers	Theatrical Stage Employees No. 96	Oct. 1, 1907	One year	Worcester.

TABLE XXIII. — *Number of Existing Labor Organizations in the State Organized in Each Year Specified.*

YEARS.	NUMBER ORGANIZED DURING YEARS SPECIFIED			
	Local Unions	Local Del- egate Bodies	State and District Organ- isations	Total — All Organisations in the State
1847.	1	—	—	1
1848.	2	—	—	2
1852.	1	—	—	1
1854.	1	—	—	1
1858.	1	—	—	1
1860.	1	—	—	1
1862.	1	—	—	1
1863.	3	—	—	3
1864.	1	—	—	1
1865.	1	—	—	1
1866.	3	—	—	3
1867.	2	—	—	2
1869.	1	—	—	1
1870.	2	—	—	2
1873.	—	1	—	1
1877.	10	—	—	10
1879.	1	—	2	3
1880.	3	1	—	4
1881.	3	—	—	3
1882.	5	—	1	6
1883.	4	1	—	5
1884.	6	—	1	7
1885.	15	—	—	15
1886.	25	—	—	25
1887.	18	1	1	20
1888.	15	2	—	17
1889.	22	1	—	23
1890.	16	2	—	18
1891.	24	1	—	25
1892.	23	1	1	25
1893.	18	2	—	20
1894.	11	1	—	12
1895.	21	2	1	24
1896.	15	3	—	18
1897.	20	—	—	20
1898.	21	2	—	23
1899.	28	3	1	32
1900.	78	4	2	84
1901.	126	7	3	136
1902.	125	8	5	138
1903.	78	2	6	86
1904.	48	3	4	55
1905.	47	1	3	51
1906.	73	2	3	78
1907.	62	2	4	68
1908.	21	9	—	30
Totals,	1,008	62	38	1,108

PART III.

CHANGES IN RATES OF WAGES

AND

HOURS OF LABOR.

CHANGES IN RATES OF WAGES AND HOURS OF LABOR.

I.

GENERAL REPORT.

1. SCOPE AND METHOD OF REPORT.

The collection of statistics of changes in rates of wages and hours of labor was begun by this Bureau in 1907; this is, therefore, the second annual report on the subject. While it must be admitted that absolutely complete statistics relating to this subject could scarcely be expected short of a census of all employers of labor in the Commonwealth, it is believed that the report as it stands records all of the important changes in rates of wages and hours of labor which took place in Massachusetts during the year ending December 31, 1908, and that the statistics contained herein fairly reflect the condition of labor in the Commonwealth and illustrate the progressive movement in the several industries in so far as this is to be gauged from an upward or downward trend of wages and hours. Comparisons of the statistics contained in this report could not, however, be made with those in the report for 1907 (Part VII of the Annual Report on the Statistics of Labor for 1907) as the figures in the latter were for the year ending *September 30*. Hence, having decided to make our statistical year co-terminous with the calendar year, the statistics for 1907 were retabulated for the calendar year in order that comparisons of conditions as they may change from year to year might be instituted upon a uniform basis. Considerable space has been devoted in this report to such comparisons between the years 1907 and 1908.

The sources of the information contained in this report were various. A portion of the force of the Bureau was employed during the year in examining the files of a large number of newspapers of the State as well as the periodical reports of employers' associations, labor organizations, and the State Board of Conciliation and Arbitration, for the purpose of finding all references to changes in rates of wages and hours of labor. The data obtained in this way were

often not complete from a statistical point of view. To enable the Bureau to approach the employers and the employees, or their representatives, with the request for precise particulars, schedules asking for the number and occupation of employees affected by the change, the rates of wages both before and after the change, and the method by which the change was affected, were sent out. When the returns came in they were carefully compared, and the data, which were based on reports made by those best able to furnish the information desired, were tabulated. The statistics, therefore, are believed to be as accurate and complete as it is possible, under existing circumstances, to secure. The assistance rendered both by employers and trade union officials was most valuable, and, indeed, essential to the results obtained.

The plan of this report is as follows:

I. General Report.

1. Scope and Method of the Report.
2. Definitions and Explanation of Terms.
3. General Summary of Results of Inquiry.

A. Changes in Rates of Wages.

- (a) Voluntary Changes.
- (b) Changes by Means of Sliding Scale Systems.
- (c) Changes Made at Request of Employees.
Increases Effected Without Strike and After Strike.
The Effect of Labor Organizations.
Changes Effected through Direct Negotiations and by Arbitration.
- (d) Localities Affected.

B. Changes in Hours of Labor.

II. Detailed Report by Industries.

III. The Operation of the Fall River Sliding Scale of Wages.

IV. Summary Tables.

1. Rates of Wages.
2. Hours of Labor.
3. Number of Changes Arranged in Each Month.

V. Principal Changes in 1908.

1. Rates of Wages.
2. Hours of Labor.

2. DEFINITIONS AND EXPLANATION OF TERMS.

Rates of wages should not be confounded with weekly earnings. By rates of wages is meant the sum paid for a full week's work, no deduction being made for short time and no addition made for overtime. The statistics of wages in this report show the rise and fall in the recognized market price of a certain quantity and quality of labor, but they do not, and are not intended to, measure the rise and fall in the aggregate or average earnings of labor.

The earnings of employees are dependent not only on the rates of wages but on the extent of employment. While rates of wages may be the same in a good and bad year, the earnings of workmen will be very different. There is, however, a close connection between a rise in the rates of wages and a rise in earnings. An abundance of work and a scarcity of suitable employees serve to increase the rates and also to raise the earnings by increasing overtime and reducing irregularity of work. On the other hand, it is possible for too rapid a rise in rates of wages to diminish employment by increasing cost of production, and thus, ultimately, to decrease earnings. As a general rule, earnings and rates of wages tend to vary in the same direction, although earnings in most industries go up and down much more quickly than rates of wages, which generally show a certain degree of permanence.

A change in the rates of wages as used in this report is defined as a change in the weekly or hourly rate of remuneration of a certain class of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to the increased length of service or experience of the workingman.

The following classes of changes which, either from the point of view of the individual workingman or of the occupation generally, are liable to be confused with changes in the rates of wages are expressly excluded by the above definition:

(1) Changes in average earnings in an occupation which are due to alterations in the proportions which the higher and lower paid classes of employees bear to each other. Such changes come about silently and almost unobserved, and are not, as a rule, matters for negotiation or agreement between employers and employees. Moreover, such changes do not admit of comparative statement, since the earnings compared are not those of persons performing the same class of work.

(2) Changes in the rates of pay for individuals due to promotions, or progressive increments of wages. In some occupations (for example street railway employees) the rates of pay of various classes of employees are regulated by scales. The rates of pay, therefore, of individuals may be continually altering. Such internal changes, however, are not to be regarded as real changes in the rates of wages so long as the limits of the scales for each class of employees remain unaltered for work of the same kind.

(3) Purely seasonal changes in weekly wages which regularly occur at certain periods of the year in certain occupations. The change, as a rule, is accompanied by a change of hours of labor for the summer and winter months respectively, and merely represents the effect on weekly wages of this change of hours, the hourly rate of pay remaining the same. A good example of a recognized seasonal change of this kind is afforded by the building trades.

(4) Changes in the terms of employment which merely provide for extra compensation for extra work. A good example is afforded by some of the minor readjustments of piece-price lists such as those governing the boot and shoe industry. A similar class of changes is the reduction of piece-prices for work performed by particular operatives in consideration of extra assistance provided either by other operatives or by machinery.

In the present report a number of small changes, affecting less than five employees in each case, are not included. Changes in piece-prices for making particular classes of goods, known to have but a small effect on weekly earnings, but the exact amount of which could not be computed, have also been omitted. The industry classification used is the same as that for Strikes and Lockouts. (See Part I, pages 122 to 135.)

It would be very interesting to be able to show the proportion of the industrial population affected by changes in rates of wages during the past two years, but, unfortunately, the census method of classifying occupations does not correspond with that of the Labor Division of this Bureau, and comparison between the number of employees affected by changes in rates of wages or hours of labor and the number of persons employed is accordingly very misleading in some cases. The statistics of the Labor Division are based upon the classification of establishments; thus, all the persons employed in breweries would be brought under the head of the brewing industry. The census classification, on the other hand, takes account of the actual character of the work done by the individual employees. In a brewery there may be employed carpenters, coopers, engineers, and followers of other crafts, in addition to brewers and maltsters.

Persons engaged in these special kinds of work in breweries are classed by the census under their respective special occupations, not under the head of the brewing industry.

In some trades this difference in the two methods of classification employed is likely to make very little difference in the actual grouping of employees. Thus, it is probable that most of the employees of boot and shoe factories are actually engaged in the factory work and would be classed by the census as boot and shoe operatives. The same is true of employees in cotton, silk, woolen, and various other factories. So, too, probably the majority of carpenters, bricklayers, and members of other crafts chiefly concerned with building are actually employed in the building trades, although some are employed in mines, factories, and other places. In other cases, however, the difference in the methods of classification must necessarily result in very considerable differences in grouping, rendering the comparison of figures entirely misleading. This is true, for instance, with regard to the transportation industries. The census figures for employees engaged in transportation apply only to those actually engaged in the conduct of traffic, such as engineers and firemen, the many mechanics and laborers employed in shops and on roadbed not being included under that head. Similar difficulties occur as regards the manufacture of machines, metals, and metallic goods. Many less-skilled workmen employed in connection with these industries are probably classed by the census as mere laborers.

Another difficulty is found in the fact that the census includes in the various occupations many persons who are themselves independent workers, not employed by others. The proportion of such craftsmen differs greatly in different industries. Thus among furniture and cabinet makers there are many persons employed in small shops throughout the country, or who are themselves owners of shops. The same is true to a less degree in the building trades and in the trades concerned with the working of metals and of leather. In the case of the clothing trades there are included in the census figures tens and perhaps hundreds of thousands of dressmakers and milliners who do not work under employers, or who work in shops having only one or two employees.

In the case of the figures regarding public ways construction and public works construction we have no census statistics of occupations to compare with the statistics of changes in wages and hours. The

persons employed on public ways and works will be found distributed under numerous heads by the census. They include laborers, carpenters, and other kinds of mechanics. The same is true in regard to the workmen employed in railroad-car building.

The changes which take place each year may be classified, as to the methods of arrangement, in many ways. First of all we may divide all changes into three classes:

- a. Changes made voluntarily by the employers.
- b. Changes by means of sliding scale systems.
- c. Changes made at the request of the employees.

Naturally the larger number of changes fall under the third division. The changes granted at the request of employees may be classified in various ways. In this report we will consider the changes arranged:

- a. Without strike and after strike.
- b. With and without the aid of labor organizations.
- c. By direct negotiations between the parties, or their representatives, and by arbitration.

3. GENERAL SUMMARY OF RESULTS OF INQUIRY.

A. CHANGES IN RATES OF WAGES.

Owing to the industrial depression which began in the latter part of October, 1907, and continued during 1908, the upward movement in rates of wages which occurred during the first 10 months of 1907 was not maintained during 1908. So far as could be ascertained by this Bureau, the total number of wage-earners whose rates of wages were changed during 1908 was 101,367 as compared with 166,634 in 1907, and of this number only 5,947, or 5.87 per cent, had their rates of wages increased as compared with 166,167, or 99.72 per cent, in 1907. The net result of all the changes was a decrease of \$89,566.70, or an average of 88 cents a week, as compared with an increase of \$141,634.71 (an average of 85 cents a week) in 1907. The net increase in 1907 and the net decrease in 1908 were due chiefly to changes in the textile industry. The increase in rates of wages aggregated \$9,339.18 a week in 1908 as compared with \$142,219.17 in 1907.

During 1907 only 467 wage-earners received reductions in rates of wages, while, in 1908, 95,420 received reductions. The average decrease per employee in 1907 was \$1.25 a week and in 1908 it was \$1.04. There were 76 employees who experienced upward and downward changes during 1908, which left their wages at the same level as at the beginning of the year.

The net increase in 1907 was \$141,634.71 and the net decrease in 1908 was \$89,566.70, so that the net gain in wages during the two years was \$52,068.01.

Of the 5,947 employees whose wages were increased, 1,112, or 18.70 per cent, were Federal employees; 981, or 16.50 per cent, were employed in the building trades; and 774, or 13.01 per cent, were boot and shoe workers. Of the 95,420 employees whose wages were reduced, 83,403, or 87.41 per cent, were employed in the cotton goods industry; 4,154, or 4.35 per cent, in the hosiery and knit goods industry; 3,886, or 4.07 per cent, in the woolen and worsted goods industry; 2,200, or 2.31 per cent, in the flax, hemp, and jute goods industry; and 1,777, or 1.86 per cent, in other industries. The following table shows the net results of changes which occurred in each industry during the years 1907 and 1908:

Net Results of the Changes in RATES OF WAGES in 1907 and 1908: By Industries.

INDUSTRIES.	NET AMOUNT OF INCREASE (+) OR DECREASE (—) IN THE WEEKLY WAGES OF THOSE AFFECTED IN —		Net Amount of Increase (+) or Decrease (—) in Period 1907-1908
	1908	1907	
Building and Stone Working.			
Building trades,	+\$1,582.94	+\$21,073.17	+\$22,656.11
Building and street labor,	+150.00	+834.60	+984.60
Stone working,	+706.96	+283.56	+990.52
Clothing.			
Boots and shoes,	+1,734.68	+2,420.38	+4,155.06
Garments,	+138.50	+134.00	+272.50
Hats, caps, and furs,	—	+104.00	+104.00
Shirts, collars, and laundry,	—	+11.00	+11.00
Food, Liquors, and Tobacco.			
Food products,	+144.00	+118.50	+262.50
Liquors,	+401.86	+338.99	+740.85
Tobacco,	—120.00	+488.00	+368.00
Leather and Rubber Goods.			
Leather and leather goods,	—	+100.00	+100.00
Rubber and gutta percha goods,	—	+166.88	+166.88
Metals, Machinery, and Shipbuilding.			
Iron and steel manufactures,	+760.29	+2,935.09	+3,695.38
Miscellaneous metal manufactures,	—	+315.29	+315.29
Shipbuilding,	+13.50	+112.38	+125.88
Printing and Allied Trades.			
Printing and publishing,	+65.50	+2,709.70	+2,775.20
Bookbinding and blankbook making,	—	+15.00	+15.00
Lithographing and engraving,	+14.00	—	+14.00
Public Employment.			
Federal employees,	+1,474.36	+2,310.90	+3,785.26
State employees,	+159.12	+1,316.18	+1,475.30
Municipal employees,	+423.51	+5,489.54	+5,913.05
Textiles.			
Bleaching, dyeing, and printing,	—42.16	+411.14	+368.98
Cotton goods,	—89,972.78	+70,615.52	—19,357.26
Flax, hemp, and jute goods,	—1,050.00	+399.40	—650.60
Hosiery and knit goods,	—3,258.19	+1,117.72	—2,140.47
Woolen and worsted goods,	—2,427.96	+6,607.19	+4,179.23
Transportation.			
Railroads,	+270.54	+16,620.50	+16,891.04
Teaming,	+623.65	+1,693.74	+2,317.39
Navigation,	—	+352.00	+352.00
Freight handling,	+21.60	—	+21.60
Telegraphs,	—	+808.23	+808.23
Wooden Manufactures.			
Planing-mill products,	—	+60.00	+60.00
Cooperage,	—	+86.70	+86.70
Wood turning and carving,	—167.00	+300.00	+133.00
Others.			
Barbering,	—	+170.00	+170.00
Chemicals,	—	+111.00	+111.00
Glass and glassware,	—1,002.13	—	—1,002.13
Paper and paper goods,	—32.09	+53.73	+21.64
Stationary enginemmen,	—	+868.39	+868.39
Theatres and music,	+7.50	+71.00	+78.50
Water, light, and power,	—186.80	+11.29	—175.51
All Industries,	—\$89,566.70	+\$141,634.71	+\$52,068.01

The changes in the two years, 1907 and 1908, have resulted in a net rise in wages in each industry except cotton goods; flax, hemp, and jute goods; hosiery and knit goods; glass and glassware; and water, light, and power. Of the aggregate rise of \$52,068.01 a week, the building trades accounted for \$22,656.11; railroads for \$16,891.04; and municipal employees for \$5,913.05.

(a) *Voluntary Changes.*

The rates of wages of 77,510 employees, or 76.46 per cent of the total number whose rates of wages were affected in 1908, were changed by voluntary action on the part of the employers, and of this number the wages of 1,642 were increased. The effect of all changes made in this manner was thus to produce a net weekly decrease of \$63,285.94. It is natural that nearly all reductions in wages should be made by voluntary action on the part of the employers, the only instance in which reductions would be classified as being granted at request of employees being when a substantial reduction in hours was made at the same time.

Compared with the year 1907, when the wages of 81,428 employees were changed by voluntary action (48.87 per cent of the total number whose wages were changed), we find that the proportion whose wages were increased in this manner was 48.79 per cent in 1907 as compared with 27.61 per cent in 1908, a result to be expected, as in prosperous times the proportion of wage-earners who would receive voluntary increases would naturally be larger than in periods of depression. The average weekly increase per employee was, however, larger in 1908 (\$1.39) than in 1907 (\$0.67). The average weekly decrease was \$0.86 in 1908 and \$1.61 in 1907.

(b) *Changes by Means of Sliding Scale Systems.*

The only instance in which the wages of employees in Massachusetts were changed by sliding scales was in the case of the operatives in the cotton mills in Fall River which were members of the Cotton Manufacturers' Association¹ of that city, although it should be noted in this connection that the wages of a large proportion of the cotton-mill operatives throughout New England usually rise and

¹ For a description of the operation of the Fall River Sliding Scale of Wages during 1908 see post pages 259 to 267.

fall at the same time and in the same proportion as the wages of the Fall River operatives. There were 19,552 cotton-mill operatives in Fall River whose wages were reduced 17.94 per cent in 1908 as compared with 20,730 whose wages were increased 10 per cent in 1907, the result of these changes being a net weekly decrease of \$14,829.14 for the two years.

(c) *Changes Made at the Request of Employees.*

The wages of 4,305 employees, or 73.55 per cent of the total number whose rates of wages were increased, were increased at the request of the employees in 1908. In 1907 the wages of 64,476, or 38.69 per cent of the total number, were changed in this manner, 64,356 of this number receiving increases and 120 receiving decreases. The average weekly increase per employee was \$1.64 in 1908 as compared with \$1.07 in 1907.

Increases Effected Without Strike and After Strike. — The fact that employers are little inclined to grant increases in wages during periods of industrial depression is borne out by a comparison of the statistics of increases in wages granted without strike and after strike. The number of employees whose increases in rates of wages were obtained after strike in 1908 was 913, or 21.21 per cent of the whole number who received increases, while during the prosperous year of 1907 only 2,929 employees, or 4.55 per cent of all receiving increases, were granted increases after strike.

In 1908 the increase in the wages of 3,392 employees, or 78.79 per cent of the total number receiving increases at the request of employees, were granted *without strike*, and amounted to \$5,772.65 weekly, or an average of \$1.70 per employee over what had been the prevailing rate. The employees who obtained increases *after strike* numbered 913, and they obtained an average weekly increase of \$1.41. In 1907, 61,427 employees, or 95.45 per cent of the total number receiving increases at the request of employees, were granted increases in rates of wages *without strike* aggregating \$66,254.49 weekly, while the employees who obtained increases *after strike* numbered 2,929.

In the above statements no account is taken of strikes for increases in wages which failed, or of threatened strikes which may have influenced the changes in wages made.

The Effect of Labor Organizations. — It is worthy of note that

of the 4,305 employees whose wages were increased at the request of employees in 1908, 3,818, or 88.69 per cent, obtained increases through the aid of labor organizations, while but 487 received increases without such assistance. The proportion of wage-earners who received increases through the aid of labor organizations was somewhat greater than in 1907, when 53,899 employees, or 83.75 per cent, received increases with such assistance. It should be borne in mind in this connection that in 1907 the wages of 20,730 cotton-mill operatives in Fall River were increased under the sliding scale agreement, which was adopted after considerable agitation on the part of the Textile Council of that city. The average weekly rates of increase per employee in 1908 were, however, somewhat smaller for those employees who obtained their increases with the aid of labor organizations than for those who obtained them without such assistance, the average rates being \$1.63 and \$1.72 respectively. In 1907 we find that the average weekly rate of increase of those who received advances through the aid of trade unions was \$1.10 as compared with \$0.96 for those who did not have such assistance. It is also to be noted that the increases in wages of 195 employees in 1908 and of 6,529 employees in 1907, arranged by arbitration, had been petitioned for by labor organizations in the first instance.

Changes Effected through Direct Negotiation and by Arbitration.

— Of the 4,305 employees who received increases upon their own request during 1908, 4,110, or 95.47 per cent, received increases through direct negotiations with the employers, and of this number 3,623 received increases with the aid of labor organizations and 487 without such aid. In 1907, 57,827, or 89.85 per cent, received increases as a result of direct negotiations, and of this number 47,370 received increases with the aid of labor organizations and 10,457 without such aid.

There were but 195 employees, or 4.53 per cent of the total number who obtained increases at the request of employees, who received advances as result of arbitration in 1908. The number receiving increases by this method in 1907 was 6,529, or 10.15 per cent of the total.

(d) Localities Affected.

During 1908, 26,930 employees in Fall River were affected by changes in wages, 26,824 receiving decreases and 106 receiving increases. Other cities in which large numbers were affected were

New Bedford, 17,168; Lowell, 15,907; Lawrence, 10,353; Chicopee, 3,418; and Adams, 3,304. The localities in which the employees received the largest net increases in weekly wages were: Boston, \$2,280.86; Lynn, \$2,130.58; Quincy, \$430.50; and Springfield, \$424.37.

B. CHANGES IN HOURS OF LABOR.

As compared with the number of employees affected by changes in wages, the number whose hours of labor were changed in 1908 was small. It should be borne in mind that the changes recorded do not include temporary reductions in the working hours owing to changes in the condition of business, neither do they include changes in hours due to early closing arrangements during the summer months in retail stores.

The changes reported affected 4,517 employees, of whom 4,428 had their hours of labor reduced and 89 had their hours increased. The net effect of all the changes was a reduction of 23,214 hours in the weekly working time of the employees affected.

Of the workmen whose hours were changed, 1,642, or 36.35 per cent, were in the building trades; 557 in the iron and steel industry; 475 were in the garment industry; 312 were State employees; 284 were railroad telegraphers; 257 were in the printing and publishing industry; 158 were in the paper and paper goods industry; and 832 were in other industries.

In 1907, 24,405 employees were affected by changes in hours of labor, of whom 24,107 received reductions and 298 received increases. The net effect of all the changes was a reduction of 119,964 hours in the weekly working time of the employees affected.

Of the 4,428 employees who received reductions in hours during 1908, 3,574 received reductions at their own request. There were 3,154 employees who received reductions without strike and 420 who obtained decreases after strike; 3,210 employees secured reductions with the aid of labor organizations and 364 received reductions without such assistance. Only 19 employees obtained decreases by arbitration.

During 1908, 2,310 employees in Boston received reductions in their weekly hours of labor. Other cities in which a large number

of workingmen were granted reductions in hours were: Springfield, 605; Brookline, 259; Northampton, 158; Gloucester, 123; and Taunton, 100.

In 1908 there were 255 employees who obtained the nine-hour day and 1,093 employees who obtained the eight-hour day. In 1907, 3,214 employees were granted the nine-hour day and 3,063 were granted the eight-hour day.

II.

DETAILED REPORT BY INDUSTRIES.

In the preceding General Report changes in rates of wages and hours of labor have been dealt with as a whole. For the convenience, however, of those who are especially interested in particular industries the more important facts concerning changes in these industries have been brought together in the following sections.

1. BUILDING AND STONE WORKING.

A. BUILDING TRADES.

Changes in Rates of Wages.—During the year 1908 the changes reported in this industry affected 993 employees, or one per cent of the total number in all industries, as compared with 14,220, or 8.5 per cent, in 1907. Of these employees 981 received increases in 1908 amounting to \$1,597.34 as compared with 14,194 employees who received advances amounting to \$21,080.97 in 1907. Only 12 employees sustained decreases in 1908 amounting to \$14.40 as compared with 26 in 1907 amounting to \$7.80. The computed net amount of change in the weekly wages of the workingmen affected was an increase of \$1,582.94 in 1908 as compared with \$21,073.17 in 1907. The average weekly increases per employee were \$1.63 in 1908 and \$1.49 in 1907.

The following table shows the extent to which each of the occupations included in this industry were affected:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Bricklayers, masons, and plasterers, 1907, . . .	1,154	\$2,451.80	\$2.12
Bricklayers, masons, and plasterers, 1908, . . .	51	122.40	2.40
Bridge and structural iron workers, 1907, . . .	40	120.00	3.00
Carpenters, 1907, . . .	9,110	12,883.95	1.41
Carpenters, 1908, . . .	213	398.40	1.87
Carpenters (wharf and bridge), 1907, . . .	225	675.00	3.00
Cement workers, 1907, . . .	81	50.88	.63
Electrical workers, 1907, . . .	60	72.00	1.20
Electrical workers, 1908, . . .	19	28.50	1.50
Electrical workers' helpers, 1908, . . .	12	23.10	1.93
Elevator constructors, 1907, . . .	105	148.50	1.41
Elevator constructors, 1908, . . .	90	162.00	1.80
Elevator constructors' helpers, 1908, . . .	60	57.60	.96
Granolithic workers, 1907, . . .	6	14.40	2.40
Hoisting and portable engineers, 1907, . . .	19	22.80	1.20
Lathers, 1907, . . .	168	435.06	2.59

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Painters, decorators, and paperhangers, 1907,	2,085	\$2,634.88	\$1.26
Painters, 1908,	244	330.54	1.35
Plumbers, 1907,	592	517.44	1.87
Roofers, 1907,	239	394.50	1.65
Roofers, 1908,	147	278.00	1.88
Roofers' helpers, 1908,	60	90.00	1.50
Sheet metal workers, 1907,	71	106.50	1.50
Stairbuilders, 1908,	85	108.80	1.28
Steamfitters and helpers, 1907,	165	382.50	2.32
Tinsmiths, 1907,	74	170.76	2.31
Totals, 1907,	14,194	\$21,080.97	\$1.49
Totals, 1908,	981	\$1,597.34	\$1.63

In 1908 there were no voluntary increases granted in this industry, while, in 1907, 16 employees received voluntary advances.

In 1908 the number of workmen who received increases after strike was 261, or 26.6 per cent of all who received increases at request of employees, while in 1907 only 161, or 1.14 per cent, received advances in this manner.

The following table shows to what extent the building trades workmen received increases without strike and after strike:

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Bricklayers, masons, and plasterers, 1907,	1,154	\$2,451.80	\$2.12	-	-	-
Bricklayers, masons, and plasterers, 1908,	51	122.40	2.40	-	-	-
Bridge and structural iron workers, 1907,	40	120.00	3.00	-	-	-
Carpenters, 1907,	9,075	12,837.75	1.41	35	\$46.20	\$1.32
Carpenters, 1908,	163	314.40	1.93	50	84.00	1.68
Carpenters (wharf and bridge), 1907,	225	675.00	3.00	-	-	-
Cement workers, 1907,	44	21.12	1.48	37	29.76	.80
Electrical workers, 1907,	60	72.00	1.20	-	-	-
Electrical workers, 1908,	19	28.50	1.50	-	-	-
Electrical workers' helpers, 1908,	12	28.10	1.93	-	-	-
Elevator constructors, 1907,	105	148.50	1.41	-	-	-
Elevator constructors, 1908,	60	162.00	1.80	-	-	-
Elevator constructors' helpers, 1908,	60	57.60	.96	-	-	-
Granolithic workers, 1907,	6	14.40	2.40	-	-	-
Hoisting and portable engineers, 1907,	19	22.80	1.20	-	-	-
Lathers, 1907,	168	435.06	2.59	-	-	-
Painters, decorators, and paper-hangers, 1907,	2,085	2,634.88	1.26	-	-	-
Painters, 1908,	240	324.78	1.35	4	5.76	1.44
Plumbers, 1907,	515	382.50	.74	65	97.50	1.50
Roofers, 1907,	215	322.50	1.50	24	72.00	3.00
Roofers, 1908,	-	-	-	147	276.00	1.88
Roofers' helpers, 1908,	-	-	-	60	90.00	1.50
Sheet metal workers, 1907,	71	106.50	1.50	-	-	-
Stairbuilders, 1908,	85	108.80	1.28	-	-	-
Steamfitters and helpers, 1907,	165	382.50	2.32	-	-	-
Tinsmiths, 1907,	70	165.00	2.36	-	-	-
Totals, 1907,	14,017	\$20,792.31	\$1.48	161	\$245.46	\$1.52
Totals, 1908,	720	\$1,141.58	\$1.59	261	\$455.76	\$1.75

Of the 981 employees who received increases in wages, 821 were enabled to secure the improved conditions by the assistance of the labor organizations of which they were members, while 160 secured advances without such aid. In 1907 only 24 employees, or 0.2 per cent of the total number, obtained increases without the aid of labor organizations.

All the increases in 1908 were effected through direct negotiations between the two parties or their representatives, while, in 1907, 7,890 employees received advances in this manner and 6,288 received increases as a result of arbitration. The large figures for 1907 were due to the arbitration of the wages of 6,000 carpenters in Boston and vicinity.

Changes in Hours of Labor.—The number of workmen whose hours were changed during 1908 was 1,642. Of these 1,599 had their hours reduced and 43 had them increased. The reduction amounted in the aggregate to 6,139.3 hours and the increases to 258 hours, the net result of all changes being thus a reduction of 5,881.3 hours a week. The principal change was that affecting 1,100 painters in Boston, whose working hours were reduced by four hours a week. In 1907, 1,121 employees had their hours reduced, the decrease amounting in the aggregate to 6,084 hours a week. There were no increases during 1907.

The following table shows by occupations the number of employees affected and the amount of reduction:

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Bricklayers, 1907,	14	42.0	3.0
Bricklayers, masons, and plasterers, 1908,	75	150.0	2.0
Bridge and structural iron workers, 1907,	40	240.0	6.0
Carpenters, 1907,	180	1,080.0	6.0
Carpenters, 1908,	27	18.0	.7
Carpenters (wharf and bridge), 1907,	60	360.0	6.0
Cement workers, 1907,	107	642.0	6.0
Lathers, 1908,	23	15.3	.7
Painters, decorators, and paperhangers, 1907,	149	894.0	6.0
Painters and paperhangers, 1908,	1,369	5,476.0	4.0
Plumbers, 1907,	437	2,022.0	4.6
Plumbers and apprentices, 1908,	22	132.0	6.0
Stationary engineers, 1908,	8	48.0	6.0
Steamfitters, 1907,	75	450.0	6.0
Steamfitters' helpers, 1908,	75	300.0	4.0
Tinsmiths, 1907,	59	354.0	6.0
Totals, 1907,	1,121	6,084.0	5.4
Totals, 1908,	1,599	6,139.3	3.8

All of the reductions in hours during 1908 were obtained at the request of the employees, 1,396 workingmen securing reductions aggregating 5,311.3 hours without strike and 203 obtaining decreases after strike. Of the total number obtaining reductions 1,495 secured them with the aid of labor organizations and 104 without such aid.

In 1908 the eight-hour day was obtained by 22 plumbers. In 1907 there were 807 workingmen who obtained the eight-hour day, 180 of whom were carpenters, 149 were painters, 137 were plumbers, 107 were cement workers, and 234 were engaged in other occupations.

B. BUILDING AND STREET LABOR.

Changes in Rates of Wages. — One hundred building and street laborers received increases in wages in 1908 amounting to \$150 as compared with 401 who received increases amounting to \$838.62 in 1907. All of the advances in 1908 were granted at the request of employees, after strike, through direct negotiations, and without the aid of labor organizations, while in 1907, of the 401 employees who received increases, 12 received voluntary advances and 389 at the request of employees, by direct negotiations; 344 received increases with the aid of labor organizations and 45 without such aid; 330 without strike and 59 after strike. No reductions in wages were reported in 1908, and in 1907 there were but 67 laborers who received decreases aggregating \$4.02 a week or an average of six cents a week per employee.

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Building laborers, 1907, . . .	73	\$81.60	\$1.12	25	\$37.50	\$1.50
Building laborers, 1908, . . .	—	—	—	100	150.00	1.50
Cement workers, 1907, . . .	42	50.40	1.20	34	6.12	.18
Street laborers, 1907, . . .	215	645.00	3.00	—	—	—
Totals, 1907, . . .	330	\$777.00	\$2.35	59	\$43.62	\$0.74
Totals, 1908, . . .	—	—	—	100	\$150.00	\$1.50

Changes in Hours of Labor. — In 1908, 180 building and street laborers received reductions in weekly hours of labor, after strike, without the aid of labor organizations. Of this number 115 were granted reductions from 66 to 60 hours a week and 65 were granted

decreases from 60 to 54 hours a week. In 1907 there were 143 building laborers who received reductions in hours amounting to 858 a week.

In 1908, 65 laborers secured the nine-hour day, while, in 1907, 143 laborers obtained the eight-hour day.

C. STONE WORKING.

Changes in Rates of Wages. — The total number of employees in this group for whom changes in wages were reported in 1908 was 562, and the net amount of increase in their weekly wages was \$706.96. In 1907, 265 employees received advances amounting to \$283.56.

The following table shows the number of employees in each occupation who received increases in 1907 and 1908:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Granite cutters, 1907,	265	\$283.56	\$1.07
Granite cutters, 1908,	93	97.04	1.04
Granite polishers, 1908,	126	228.67	1.81
Laborers, 1908,	20	21.20	1.06
Paving cutters, 1908,	35	31.50	.90
Planermen, 1908,	3	6.36	2.12
Quarrymen, 1908,	250	251.50	1.01
Sawyers, 1908,	32	67.84	2.12
Tool sharpeners, 1908,	2	1.36	.68
Traveler operator, 1908,	1	1.59	1.59
Totals, 1907,	265	\$283.56	\$1.07
Totals, 1908,	562	\$706.96	\$1.26

All the advances in wages in 1908 were made at the request of the employees with the aid of labor organizations, and 237 employees received increases amounting to \$289.96 without strike and 325 obtained advances after strike amounting to \$417. In 1907 all the increases (265) were granted at request of employees with the aid of labor organizations, and of this number 38 received increases without strike and 227 received increases after strike.

The locality principally affected by increases in 1908 was Quincy, where 125 granite polishers and 200 quarrymen were benefited.

Changes in Hours of Labor. — The number of wage-earners in this industry whose weekly hours were changed during 1908 was 129. Of these, 83 had their hours reduced and 46 had them increased. The reductions amounted in the aggregate to 322 hours and increases to 276 hours, the net result of all changes being thus a

reduction of 46 hours a week. There were 52 employees who received voluntary reductions and 31 who were granted reductions at their own request with the aid of labor organizations without strike.

2. CLOTHING.

A. BOOTS AND SHOES.

Changes in Rates of Wages. — The changes in 1908 in this group affected 789 boot and shoe workers, 774 of whom received increases amounting to \$1,764.68 and 15 who received decreases. The net effect on their weekly wages was an increase of \$1,734.68, or an average of \$2.20 per employee. In 1907, 1,853 boot and shoe workers received increases amounting to \$2,431.88 and 23 received decreases amounting to \$11.50, the net increase in weekly wages being \$2,420.38.

During both 1907 and 1908 all increases were at the request of the employees, there being no voluntary advances. In 1908, 753 workers received increases with the aid of labor organizations and 21 received advances without such aid. The corresponding figures for 1907 were 1,138 and 738. There were but 16 employees in 1908 and 15 in 1907 who received increases after strike. In 1908, 56 employees received advances as a result of arbitration.

The following table shows, by occupations, the number who received advances in 1908:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Cutters,	496	\$1,252.00	\$2.52
Jointers,	7	6.30	.90
Lasters,	35	62.78	1.79
Lasting machine operators,	10	10.50	1.05
Liners,	50	137.50	2.75
Pullers over,	40	107.20	2.68
Stitchers,	15	22.50	1.50
Trees and ironers,	21	55.90	2.66
Trimmers,	100	110.00	1.10
Totals,	774	\$1,764.68	\$2.28

Changes in Hours of Labor. — Five boot and shoe workers received reductions in hours of labor in 1908 amounting to 15 hours as compared with 9,513 who received reductions in 1907 amounting to 31,902 hours. In 1907, 10 employees were granted the eight-hour day.

B. GARMENTS.

Changes in Rates of Wages. — The changes in 1908 in this group affected 83 workingmen, all of whom received advances, the net effect on their weekly wages being an increase of \$138.50. In 1907 the wages of 215 employees were changed, and of this number 145 received increases amounting to \$314 and 70 received decreases amounting to \$180, the net effect on their weekly wages being an increase of \$134.

All increases in 1908 were obtained at request of employees with the aid of labor organizations without strike.

Changes in Hours of Labor. — There were 475 employees in this industry who received reductions in weekly hours of labor in 1908 amounting to 2,775 hours, and of this number 350 were female employees. In 1907 there were 158 employees who received reductions amounting to 948 hours a week.

All the reductions in 1908 were obtained at the request of the employees without strike, 400 obtaining shorter hours with the aid of labor organizations and 75 without such assistance. In 1907 all of the reductions were granted at request of employees with the aid of labor organizations without strike.

In 1908, 475 workers (350 of whom were females) obtained the eight-hour day; in 1907 there were 18 who obtained the nine-hour day and 140 who obtained the eight-hour day.

C. HATS AND CAPS.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1908, while 52 received increases amounting to \$104 in 1907.

Changes in Hours of Labor. — No changes in hours were reported as having occurred in 1908, while 72 employees received reductions amounting to 216 hours in 1907. Of this number, 20 cap cutters were granted the nine-hour day.

D. SHIRTS, COLLARS, AND LAUNDRY.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred in 1908, while 11 employees (females) received increases in 1907 amounting to \$11 a week and at the same time a reduction in hours of labor of four hours a week.

3. FOOD, LIQUORS, AND TOBACCO.

A. FOOD PRODUCTS.

Changes in Rates of Wages. — In 1908 there were 48 employees in this group who received increases in wages amounting to \$144, while in 1907, 79 employees received increases amounting to \$118.50. There were no decreases in either year. The increases in 1908 were granted after strike without the aid of labor organizations.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908, while, in 1907, 3,150 employees received the nine-hour day, the total reductions amounting to 18,900 hours.

B. LIQUORS.

Changes in Rates of Wages. — During 1908 changes affecting 139 employees in this group took place, all of which were increases and amounted to \$401.86. In 1907 the changes were all increases and affected 176 employees to the amount of \$338.99.

The following table shows by occupations the number of workmen affected and the amount of increases in weekly wages:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, 1908,	50	\$160.50	\$3.21
Brewery workmen, 1907,	67	67.00	1.00
Brewery workmen, 1908,	13	6.50	.50
Cellarmen, 1907,	8	16.00	2.00
Coopers, 1907,	66	198.00	3.00
Engineers, 1907,	3	10.50	3.50
Engineers, 1908,	18	77.86	4.33
Firemen, 1907,	3	8.49	2.83
Firemen, 1908,	50	149.00	2.98
Helpers, 1907,	10	10.00	1.00
Kettlemen, 1907,	10	20.00	2.00
Teamsters, 1907,	9	9.00	1.00
Teamsters, 1908,	6	4.50	.75
Others, 1908,	2	3.50	1.75
Totals, 1907,	176	\$338.99	\$1.93
Totals, 1908,	139	\$401.86	\$2.89

All of the increases in 1908 were granted at the request of employees without strike. There were 114 employees who received increases amounting to \$377.86 with the aid of labor organizations as compared with 25 employees who received increases amounting to \$24 without such assistance.

Changes in Hours of Labor. — There were 27 employees in this industry who received reductions in hours of labor in 1908 amount-

ing to 204 hours a week, while, in 1907, 145 employees received reductions amounting to 870 hours a week. These reductions were obtained at the request of employees without strike with the aid of labor organizations.

In 1908, 24 engineers obtained the eight-hour day, and, in 1907, 145 brewery workmen obtained the eight-hour day.

C. TOBACCO.

Changes in Rates of Wages. — During 1908 the changes in rates of wages in this industry resulted in a net decrease. The total number of employees whose wages were changed was 280, and of this number 80 received advances in their weekly wages amounting to \$80, while 200 sustained decreases amounting to \$200. The computed net amount of change in the weekly wages of the employees affected was thus a decrease of \$120. In 1907, 488 employees received increases amounting to \$488 a week.

Of the 80 employees who received increases in 1908, 58 received advances at their own request with the aid of labor organizations and without strike, while 22 received advances with the aid of labor organizations after strike.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908 or 1907.

4. LEATHER AND RUBBER GOODS.

A. LEATHER AND LEATHER GOODS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred in 1908, while, in 1907, 100 harness makers received increases in weekly wages amounting to \$100.

B. RUBBER AND GUTTA PERCHA GOODS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred in 1908, while, in 1907, 207 rubber workers received increases in weekly wages amounting to \$187.68 and 40 received decreases amounting to \$20.80 a week.

5. METALS, MACHINERY, AND SHIPBUILDING.

A. IRON AND STEEL MANUFACTURES.

Changes in Rates of Wages. — During 1908 the changes in wages which took place in this industry resulted in increases for 448 employees amounting to \$760.29. In 1907, 3,561 employees received increases amounting to \$3,257.61 and 198 received decreases amounting to \$322.52, the resulting net effect of all the changes reported being thus an advance of \$2,935.09 a week in the wages of those affected.

The following table shows by occupations the numbers affected and the amounts of increase:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Blacksmiths, 1907,	18	\$20.16	\$1.12
Blacksmiths' helpers, 1908,	75	90.00	1.20
Boilermakers, 1907,	261	303.47	1.16
Boilermakers, 1908,	7	1.68	.24
Boilermakers' helpers, 1907,	39	33.04	.85
Carpenters, 1908,	11	18.81	1.71
Casting cleaners, 1907,	13	7.80	.60
Coremakers, 1907,	5	7.50	1.50
Coremakers, 1908,	60	30.60	.51
Engineers, sheet iron workers, etc., 1907,	3	3.48	1.16
Foundry helpers, 1907,	114	64.20	.56
Horsehoers, 1907,	17	34.00	2.00
Housesmiths and bridgemen, 1908,	120	288.00	2.40
Housesmiths and bridgemen's helpers, 1908,	115	165.60	1.44
Iron molders, 1907,	380	432.87	1.14
Laborers, 1907,	20	30.00	1.50
Machinists, 1907,	2,447	2,053.94	.83
Machinists' apprentices, 1907,	25	17.00	.68
Machinists, patternmakers, and blacksmiths, 1907,	154	167.51	1.09
Ornamental iron workers, 1908,	30	108.00	3.60
Ornamental iron workers' helpers, 1908,	30	57.60	1.92
Pattern makers, 1907,	25	27.50	1.10
Rivet heaters, 1907,	6	4.14	.69
Tack makers, 1907,	34	51.00	1.50
Totals, 1907,	3,561	\$3,257.61	\$0.91
Totals, 1908,	448	\$760.29	\$1.70

In 1908, 18 employees received voluntary increases in wages and 430 received increases at their own request with the aid of labor organizations without strike. In 1907, of 3,561 employees who received increases, 2,247 received voluntary increases and 1,314 received increases at the request of employees. Of this latter number, 1,034 received increases with the aid of labor organizations and 280 received increases without such assistance; 1,083 received increases without strike and 231 received increases after strike; 1,183

received advances by direct negotiation and 131 received increases by arbitration.

Changes in Hours of Labor. — During 1908, 557 employees received reductions in their weekly hours of labor amounting to 536.3 hours. Of this number 247 were horseshoers, 235 were housesmiths and bridgemen, 60 were ornamental iron workers, and 15 were blacksmiths. In 1907, 2,121 employees received reductions amounting to 6,738 hours a week and 250 received increases aggregating 2,000 hours a week.

There were 15 employees who received voluntary reductions, the remainder (542) obtaining decreases at their own request. Of the latter, 530 received increases without strike with the aid of labor organizations and 12 after strike with the aid of labor organizations.

B. MISCELLANEOUS METAL MANUFACTURES.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1908, while, in 1907, 404 employees received increases amounting to \$319.04 and five received decreases amounting to \$3.75 a week.

Changes in Hours of Labor. — During 1908, 43 employees in this group received reductions in hours of labor amounting to 208 hours. These decreases were granted at the request of employees with the aid of labor organizations without strike. In 1907, 2,236 employees in this group received reductions amounting to 8,531 hours.

In 1908, 18 brass workers obtained the eight-hour day, while, in 1907, there were 96 employees who obtained the eight-hour day.

C. SHIPBUILDING.

Changes in Rates of Wages. — During 1908 nine employees in this group received increases in wages amounting to \$13.50. These increases were granted at the request of employees with the aid of labor organizations without strike. In 1907, 114 employees received increases amounting to \$112.38.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908. In 1907, 75 ship riggers obtained the eight-hour day, the total reductions amounting to 450 hours.

6. PRINTING AND ALLIED TRADES.

A. PRINTING AND PUBLISHING.

Changes in Rates of Wages. — The changes in 1908 in this group affected 95 employees, all of whom received advances, the net effect on their weekly wages being an increase of \$65.50. All increases were granted at request of employees with the aid of labor organizations without strike. In 1907 there were 1,818 employees who received increases amounting to \$2,709.70.

Changes in Hours of Labor. — During 1908 the changes in hours of labor in this group were all decreases, amounting to a total reduction of 1,506 hours in the weekly working time of 257 employees, all of whom received the eight-hour day. Of this number 47 were females. All of the changes were reported as voluntary reductions.

B. BOOKBINDING AND BLANKBOOK MAKING.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1908. Five employees received increases in 1907 amounting to \$15.

Changes in Hours of Labor. — The number of employees affected by changes in this group in 1908 was 25 (including eight females), all of whom were bookbinders who received the eight-hour day, the total reduction aggregating 150 hours a week. These reductions were granted after strike with the aid of labor organizations. In 1907, 412 bookbinders, 220 of whom were females, received the eight-hour day, the total reductions amounting to 2,472 hours a week.

C. LITHOGRAPHING AND ENGRAVING.

Changes in Rates of Wages and Hours of Labor. — During 1908 six stereotypers were granted increases in wages amounting to \$14 a week, at request of employees with aid of labor organizations without strike. No changes in wages were reported as having occurred during 1907, and no changes in hours were reported as having occurred during 1907 and 1908.

7. PUBLIC EMPLOYMENT.

A. FEDERAL EMPLOYEES.

Changes in Rates of Wages. — The total number of wage-earners employed by the United States government in Massachusetts during 1908 who were affected by changes in rates of wages was 1,114, of whom 1,112 had their wages increased and two had them decreased, the net result being an increase of \$1,474.36 a week. In 1907, 2,613 employees were affected by changes in wages, and of this number 2,596 received increases and 17 decreases, the net result being an increase of \$2,310.90 a week.

The following table shows by occupations changes in wages affecting civilian employees of the Federal government in Massachusetts :

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Blacksmiths, 1907,	37	\$35.65	\$0.96
Blacksmiths, 1908,	5	8.16	1.63
Blacksmiths' helpers, 1907,	105	50.40	.48
Blacksmiths' helpers, 1908,	80	76.80	.96
Boatbuilders, 1907,	29	13.92	.48
Boatbuilders, 1908,	16	23.04	1.44
Boilermakers, 1907,	48	23.04	.48
Boilermakers' helpers, 1907,	36	17.28	.48
Boilermakers' helpers, 1908,	8	7.68	.96
Calkers and chippers, 1908,	29	28.32	.98
Carpenters, 1907,	37	60.72	1.64
Carpenters, 1908,	13	15.00	1.15
Chain makers, 1907,	15	7.20	.48
Chain makers' helpers, 1907,	68	32.64	.48
Cooks, 1907,	—	—	—
Cooks, 1908,	7	8.19	1.17
Coppersmiths, 1907,	9	8.64	.96
Coppersmiths' helpers, 1907,	11	5.28	.48
Coppersmiths' helpers, 1908,	11	10.56	.96
Coremakers, 1907,	6	7.44	1.24
Coremakers, 1908,	7	3.36	.48
Drillers, 1907,	72	54.36	.76
Electricians' helpers, 1907,	44	22.56	.51
Electricians' helpers, 1908,	22	21.12	.96
Electric machinists, 1907,	10	10.56	1.06
Electric mechanics, 1907,	21	10.08	.48
Engineers, 1907,	—	—	—
Engineers, 1908,	13	24.49	1.88
Engine tenders, 1907,	15	7.20	.48
Engine tenders, 1908,	12	17.28	1.44
Filers, 1907,	11	25.50	2.32
Firemen, 1907,	35	81.26	2.32
Firemen, 1908,	6	7.68	1.28
Forgers, 1907,	17	11.22	.66
General helpers, 1907,	68	32.64	.48
General helpers, 1908,	76	72.96	.96
Hammermen, 1907,	11	9.60	.87
Hammer runners, 1907,	9	4.32	.48
Holders-on, 1907,	27	12.96	.48
Iron calkers and chippers, 1907,	21	10.08	.48
Iron finishers, 1907,	27	12.96	.48
Iron finishers' helpers, 1907,	41	19.68	.48
Iron finishers' helpers, 1908,	26	24.96	.96
Laborers, 1907,	235	211.62	.90
Laborers, 1908,	147	206.64	1.41
Machinists, 1907,	494	693.52	1.40
Machinists, 1908,	16	29.89	1.87

OCCUPATIONS.	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Machinists' helpers, 1907,	107	\$63.84	\$0.60
Machinists' helpers, 1908,	52	51.84	1.00
Masters, 1907,	—	—	—
Masters, 1908,	12	26.98	2.25
Mates, 1907,	—	—	—
Mates, 1908,	12	22.55	1.88
Mechanics, 1908,	35	84.00	2.40
Millmen, 1907,	65	125.52	1.93
Molders, 1907,	37	19.56	.53
Molders, 1908,	31	32.64	1.05
Molders' helpers, 1907,	23	15.84	.69
Molders' helpers, 1908,	19	20.16	1.06
Ordnance men, 1907,	18	25.92	1.44
Painters, 1907,	31	48.00	1.55
Painters, 1908,	38	38.52	1.01
Patternmakers, 1907,	32	42.72	1.34
Patternmakers, 1908,	23	33.18	1.44
Plumbers, 1907,	13	7.68	.59
Plumbers, 1908,	16	63.48	3.97
Plumbers' helpers, 1907,	10	4.80	.48
Plumbers' helpers, 1908,	24	23.04	.96
Profilers, 1907,	16	27.00	1.69
Profilers, 1908,	3	4.50	1.50
Riggers, 1907,	33	15.84	.48
Riggers, 1908,	49	117.60	2.40
Riggers' helpers, 1907,	41	19.68	.48
Riggers' helpers, 1908,	12	11.52	.96
Riveters, 1907,	29	13.92	.48
Riveters, 1908,	23	22.08	.96
Rivet heaters, 1907,	15	7.20	.48
Rope makers, 1907,	47	22.56	.48
Rope makers' helpers, 1907,	24	11.52	.48
Rope makers' helpers, 1908,	35	33.60	.96
Sail makers, 1907,	37	17.76	.48
Seamen, 1907,	—	—	—
Seamen, 1908,	45	52.65	1.17
Ship fitters, 1907,	49	23.52	.48
Ship fitters' helpers, 1907,	52	24.96	.48
Ship fitters' helpers, 1908,	48	46.08	.96
Ship joiners, 1907,	27	38.88	1.44
Ship keepers, 1907,	23	11.04	.48
Ship keepers, 1908,	28	26.88	.96
Ship wrights, 1907,	39	56.16	1.44
Tinners, 1907,	9	4.08	.45
Tinners, 1908,	12	17.34	1.45
Wiremen, 1907,	42	20.16	.48
Wiremen, 1908,	40	76.80	1.92
Wood calkers, 1907,	24	34.56	1.44
Other employees, 1907,	194	144.05	.74
Other employees, 1908,	61	86.39	1.42
Totals, 1907,	2,596	\$2,339.10	\$0.90
Totals, 1908,	1,113	\$1,477.96	\$1.33

The officers and enlisted men of the United States Army, Navy, and Marine Corps stationed in Massachusetts received increases in pay in May, 1908. In view of the confidential nature of statistics showing the number of soldiers, sailors, and marines stationed in this Commonwealth, it has been deemed advisable not to publish any official information relating thereto.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908 or 1907. All employees work eight hours a day, with the Saturday half-holiday during the Summer.

B. STATE EMPLOYEES.

Changes in Rates of Wages. — During 1908 changes affecting 128 employees of the Commonwealth took place, all of the changes being increases amounting to \$159.12. In the case of 100 employees the increases were reported as voluntary, while 28 received advances upon their own request with the aid of labor organizations without strike. In 1907, 717 employees received changes, of whom 698 received advances and 19 received reductions, the net result being an increase of \$1,316.18 a week.

The following table shows by occupations the number of employees affected and the amount of change in weekly wages:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant engineers, 1907,	13	\$14.54	\$1.12
Assistant engineers, 1908,	6	6.00	1.00
Attendants, 1907,	50	67.46	1.35
Carpenters, 1907,	20	38.64	1.93
Cooks, 1907,	19	9.12	.48
Engineers, 1907,	44	109.79	2.50
Engineers, 1908,	6	14.04	2.34
Firemen, 1907,	62	140.30	2.26
Firemen, 1908,	16	56.00	3.50
Foremen, 1907,	13	20.05	1.54
Gate keepers, 1907,	7	8.83	1.26
Laborers, 1907,	54	74.46	1.38
Maids, 1907,	16	6.48	.41
Nurses, 1907,	300	637.50	2.13
Nurses, 1908,	100	83.08	.83
Oilers and helpers, 1907,	36	88.50	2.46
Painters and painters' apprentices, 1907,	7	15.00	2.14
Screenmen, 1907,	12	12.00	1.00
Stable and ferrymen, 1907,	8	12.25	1.53
Watchmen, 1907,	5	9.22	1.84
Other employees, 1907,	32	55.59	1.74
Totals, 1907,	698	\$1,316.73	\$1.89
Totals, 1908,	128	\$159.12	\$1.24

Changes in Hours of Labor. — The number of State employees whose weekly hours were reduced during 1908 was 312, the amount of reduction aggregating 3,208 hours a week. Of this number, 98 were females. There were 86 attendants and 100 nurses in State institutions who had their weekly hours of labor reduced by 10 hours a week, and 126 prison employees had their weekly hours decreased in accordance with chapter 547, Acts of 1908. There were 54 employees who received the eight-hour day. During 1907, 958 State employees had their weekly hours reduced and 16 received

increases in hours of 141 a week, the net result of all changes being a reduction of 5,749 hours a week. Of the 958 employees who received reductions in hours, 945 received the eight-hour day.

C. MUNICIPAL EMPLOYEES.

Changes in Rates of Wages.—The net result of all the changes in rates of wages of municipal employees during 1908 was an increase of \$423.51 a week as compared with an increase of \$5,489.54 in 1907. During 1908, 489 employees received advances and 154 received reductions, while, in 1907, 3,650 employees received increases and none received reductions. There were 355 employees reported to have received voluntary increases, and 133 received advances upon their own request without strike and without the aid of labor organizations.

The following table shows by occupations the number of employees affected by changes and the amount of change, distinguishing increases from decreases:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Assistant instructors, 1907,	9	\$13.50	\$1.50
Boatmen, 1907,	25	37.50	1.50
Coal passers, 1907,	4	10.00	2.50
Draw tenders, 1907,	129	277.56	2.15
Engineers, 1907,	2	9.00	4.50
Engineers, 1908,	1	3.89	3.89
Firemen, 1907,	27	85.24	3.16
Firemen, 1908,	3	9.50	3.17
Firemen and engineers, 1907,	14	30.36	2.17
Janitors, 1907,	69	106.30	1.54
Laborers, 1907,	2,879	4,247.80	1.43
Laborers, 1908,	456	748.50	1.64
Lamplighters, 1907,	125	218.75	1.75
Ledgemen, 1907,	19	28.50	1.50
Locksmen, 1907,	6	9.00	1.50
Mechanics, 1907,	115	97.53	.85
Sweeping machine drivers, 1908,	24	12.00	.50
Swimmers, 1907,	25	37.50	1.50
Teamsters, 1907,	90	113.00	1.26
Teamsters, 1908,	4	8.00	2.00
Tree climbers, 1907,	64	96.00	1.50
Watchmen, 1907,	24	36.00	1.50
Watchmen, 1908,	1	1.75	1.75
Other employees, 1907,	24	36.00	1.50
Totals, 1907,	3,650	\$5,489.54	\$1.50
Totals, 1908,	489	\$783.64	\$1.60

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Ambulance drivers,	4	\$2.64	\$0.66
Carpenters,	1	2.40	2.40
Coal passers,	4	10.00	2.50
Drawtenders,	129	277.56	2.15
Electricians,	3	5.49	1.83
Engineers,	1	1.50	1.50
Firemen,	4	24.00	6.00
Janitors,	8	36.54	4.57
Totals, 1908,	154	\$360.13	\$2.34

Changes in Hours of Labor. — During 1908, 249 municipal employees received reductions in their weekly hours of labor amounting to 445.7 hours as compared with 191 who received reductions in 1907 amounting to 1,656 hours. The average reduction in weekly hours of labor per employee for 1908 and 1907 was 1.8 hours and 8.7 hours, respectively. In 1907, 32 of the 191 employees who received decreases in hours later in the year received increases in hours, which left their weekly hours of labor at the same level as at the beginning of the year.

In 1908, 55 employees were reported as receiving voluntary changes, and 194 received reductions at their own request with the aid of labor organizations without strike. In 1907 three employees received voluntary decreases and 188 received reductions at their own request without strike, and of this latter number 51 received reductions with the aid of labor organizations and 137 without such aid.

In 1908 there were 39 employees who received the eight-hour day as compared with 159 who received the eight-hour day in 1907.

8. RESTAURANTS AND RETAIL TRADE.

A. RESTAURANTS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1907 or 1908.

B. RETAIL TRADE.

Changes in Rates of Wages and Hours of Labor. — No changes in wages were reported as having occurred during 1907 or 1908. There were 66 retail clerks who received reductions in hours of

labor in 1908, amounting to 340.5 hours a week, at request of employees with the aid of labor organizations without strike.

9. TEXTILES.

A. BLEACHING, DYEING, AND PRINTING.

Changes in Rates of Wages. — During 1908 changes affecting 303 employees in this group took place, 28 receiving increases and 275 receiving decreases. The net effect of the changes was a decrease of \$42.16 a week. In 1907 the changes resulted in a net advance of \$411.14 in the wages of 625 employees, there being only two cases of reductions in that year. In 1908 there were 119 female employees who received reductions in wages and, in 1907, of the 623 who received increases, 52 were females.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908 or 1907.

B. COTTON GOODS.

Changes in Rates of Wages. — The net result of all the changes in rates of wages in the cotton goods industry during 1908 was a decrease of \$89,972.78 a week, as compared with an increase of \$70,615.52 in 1907. It will be seen that the gain in wages during 1907 was greatly counterbalanced by the loss in 1908, wages at the end of 1908 being \$19,357.26 a week lower than at the end of 1907. The changes affected 83,403 employees in 1908 and 97,220 employees in 1907. The average reduction in weekly wages per employee was \$1.08 in 1908 and the average increase in 1907 was \$0.73. Of the employees who received reductions in 1908, 39,996, or 48 per cent, were females.

The wages of 20,730 employees in Fall River (10,666 males and 10,064 females) were reduced by the operation of the sliding scale agreement in force between the textile unions of that city and the Cotton Manufacturers' Association.¹ Although this Bureau was unable to ascertain definitely that the changes in other mills were made in view of the changes in the Fall River mills, so as to tabulate all these changes as arranged by sliding scales, it is reasonably safe to assume that the wages of a large proportion of the cotton-mill operatives (whose wages were changed in 1907 and 1908) were

¹ For a description of the operation of the sliding scale agreement during 1908 the reader is referred to pages 259 to 267 of this report.

reduced in 1908 and increased in 1907 indirectly as a result of the sliding scale.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1908. In 1907, 73 cotton-mill operatives received reductions in hours amounting to 146 hours a week.

C. FLAX, HEMP, AND JUTE GOODS.

Changes in Rates of Wages.—During 1908 the changes in rates of wages in this industry were all decreases, amounting to a total decrease of \$1,050 in the weekly wages of 2,200 employees, of which number 1,240 were females. In 1907 there were 597 employees who received increases amounting to \$399.40. The decrease in 1908 thus considerably overbalanced the gain which was made in 1907, wages at the end of 1908 being \$650.60 a week lower than in 1907.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1908 or 1907.

D. HOSIERY AND KNIT GOODS.

Changes in Rates of Wages.—The changes in 1908 affected 4,154 employees, all of whom received reductions, the net effect on their weekly wages being a decrease of \$3,258.19. Of the 4,154 employees affected by decreases, 2,633 were females. In 1907, 4,082 employees received increases amounting to \$1,117.72. Thus it will be seen that wages at the end of 1908 were \$2,140.47 lower than at the end of 1907.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1907 or 1908.

E. WOOLEN AND WORSTED GOODS.

Changes in Rates of Wages.—During 1908 changes affecting 3,886 employees in this group took place. Of the 3,886 employees affected, 1,857, or 47.8 per cent, were women. All of the changes were decreases and amounted to \$2,427.96 a week. In 1907 there were 10,881 employees who received increases amounting to \$6,607.19.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1908, while, in 1907, 69 received decreases aggregating 138 hours a week.

10. TRANSPORTATION.

A. RAILROADS.

Changes in Rates of Wages.—Changes affecting 459 railroad employees took place in 1908, the net result being an increase of \$270.54. There were 431 employees who received advances amounting to \$311.63 and 28 who received decreases amounting to \$41.09. In 1907 there were 18,549 employees who received increases aggregating \$16,620.50 a week. There were no decreases in 1907.

The following table shows by occupations the number of employees affected by increases and the amount of change in weekly wages:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Steam Railroads, 1907.	17,629	\$15,790.35	\$0.90
Steam Railroads, 1908.	90	\$104.03	\$1.16
<i>Road Employees, 1907.</i>	<i>11,756</i>	<i>11,053.40</i>	<i>.94</i>
<i>Road Employees, 1908.</i>	<i>59</i>	<i>36.45</i>	<i>.93</i>
Agents and operators, 1907,	137	195.50	1.43
Agents, 1908,	17	12.65	.74
Baggagemen, passenger, 1907,	334	271.92	.81
Batterymen, 1907,	6	5.40	.90
Brakemen, freight, 1907,	708	587.70	.83
Brakemen, passenger, 1907,	329	269.10	.82
Brakemen, yard, 1907,	287	405.31	1.41
Clerks, freight, 1907,	503	414.15	.82
Clerks, other, 1907,	232	249.25	1.07
Clerks, other, 1908,	1	4.55	4.55
Conductors, electric, 1907,	14	12.60	.90
Conductors, freight, 1907,	401	240.60	.60
Conductors, passenger, 1907,	374	291.30	.78
Conductors, yard, 1907,	179	267.14	1.49
Crossingmen, 1907,	254	155.95	.61
Engineers, freight, 1907,	569	1,093.26	1.92
Engineers, passenger, 1907,	423	564.00	1.33
Engineers, switching, 1907,	204	125.10	.61
Firemen, freight, 1907,	555	655.20	1.18
Firemen, passenger, 1907,	439	554.10	1.26
Firemen, switching, 1907,	187	60.60	.32
Flagmen, freight, 1907,	62	55.80	.90
Foremen, 1907,	400	310.48	.78
Foremen, 1908,	1	1.35	1.35
Laborers, 1908,	1	0.60	.60
Lampmen, 1908,	1	1.75	1.75
Levermen, 1907,	43	85.20	1.98
Operators, 1907,	66	53.99	.82
Operators, 1908,	3	2.65	.88
Section laborers, 1907,	2,951	1,749.86	.59
Signal construction men, 1907,	9	13.50	1.50
Signal maintenance of way men, 1907,	108	155.30	1.44
Station agents, 1907,	118	161.94	1.37
Station agents, 1908,	13	8.95	.69
Switch tenders, 1907,	92	112.27	1.22
Ticket agents, 1907,	12	21.58	1.80
Ticket collectors, 1907,	56	50.40	.90
Towermen, 1907,	240	329.00	1.37
Towermen, 1908,	2	3.95	1.98
Train despatchers, 1907,	10	25.50	2.55
Trainmen, freight, 1907,	492	295.20	.60
Trainmen, passenger, 1907,	498	560.58	1.13
Yard masters, 1907,	35	74.80	2.14
Yardmen, 1907,	409	579.82	1.42

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Steam Railroads, 1907—Con.			
Steam Railroads, 1908—Con.			
<i>Shop Employees, 1907.</i>	5,393	\$4,736.95	\$0.80
<i>Shop Employees, 1908.</i>	51	67.68	1.33
Ashpitmen, 1907,	28	16.02	.57
Blacksmiths, 1907,	124	144.95	1.17
Blacksmiths, 1908,	1	1.06	1.06
Blacksmiths' apprentices, 1907,	1	0.81	.81
Blacksmiths' helpers, 1907,	141	94.35	.67
Boilermakers, 1907,	152	163.06	1.07
Boilermakers' apprentices, 1907,	11	6.48	.59
Boilermakers' apprentices, 1908,	7	15.06	2.15
Boilermakers' helpers, 1907,	137	122.80	.90
Car cleaners, 1907,	450	237.89	.53
Car inspectors, 1907,	526	347.72	.66
Car repairers, 1907,	261	191.26	.73
Car workers, 1907,	68	37.84	.56
Carpenters, 1907,	701	608.90	.87
Carpenters' apprentices, 1907,	4	2.16	.54
Fire cleaners, 1907,	25	35.98	1.44
Flue blowers, 1907,	23	22.55	.98
Foremen, 1908,	1	3.50	3.50
Hostlers, 1907,	97	57.10	.59
Joiners, 1908,	2	2.12	1.06
Laborers, 1907,	170	74.44	.44
Machinists, 1907,	549	676.40	1.23
Machinists' apprentices, 1907,	51	28.62	.56
Machinists' apprentices, 1908,	34	36.04	1.06
Machinists' helpers, 1907,	239	218.49	.91
Mechanics (not specified), 1907,	1,079	873.99	.81
Millmen, cabinet makers, etc., 1907,	91	81.51	.90
Millmen, 1908,	1	4.50	4.50
Oilers, 1907,	22	18.67	.85
Painters, 1907,	275	223.84	.81
Painters' apprentices, 1907,	6	3.24	.54
Painters' apprentices, 1908,	2	2.12	1.06
Painters' helpers, 1907,	4	2.12	.53
Pipers, 1907,	21	15.45	.74
Pipers' helpers, 1907,	12	6.36	.53
Plumbers, 1907,	11	9.30	.85
Roofers, 1907,	11	13.50	1.23
Shop foremen, 1907,	40	94.78	2.37
Steamfitters, 1907,	29	31.92	1.10
Steamfitters' helpers, 1907,	1	0.54	.54
Tablemen, 1907,	15	7.00	.47
Tinsmiths, 1907,	32	27.16	.85
Tinsmiths' apprentices, 1907,	1	0.54	.54
Tinsmiths' helpers, 1907,	5	2.10	.42
Trimmers, 1907,	66	53.46	.81
Trimmers' apprentices, 1907,	1	0.54	.54
Truckmen, 1907,	116	44.32	.38
Upholsterers, 1907,	31	25.79	.83
Upholsterers, 1908,	3	3.18	1.06
Upholsterers' apprentices, 1907,	2	1.08	.54
Upholsterers' helpers, 1907,	9	7.20	.80
Watchmen, 1907,	79	43.12	.55
Wipers, 1907,	176	61.60	.35
Street Railways, 1907.	920	830.15	.90
Street Railways, 1908.	341	207.60	.61
Firemen, 1908,	10	12.60	1.26
Laborers, 1907,	135	202.50	1.50
Motormen and conductors, 1907,	777	613.90	.79
Motormen and conductors, 1908,	331	195.00	.59
Other employees, 1907,	8	13.75	1.72
Totals, 1907,	18,549	\$16,620.50	\$0.90
Totals, 1908,	431	\$311.63	\$0.72

There were 430 employees who received increases at their own request in 1908 and but one employee who received a voluntary

increase as compared with 17,951 who received advances at their own request in 1907 and 598 who received voluntary increases. All cases of advances at request of employees in 1908 were effected with the aid of labor organizations without strike. In 1907, of the 17,951 employees whose increases in rates of wages were granted at their own request, 17,692 received increases without strike and 259 received advances after strike; 17,487 received increases with the aid of labor organizations and 464 received advances without such aid.

Changes in Hours of Labor.—The number of railroad employees affected by changes in 1908 was 284, all of whom were telegraphers who had their hours reduced by an aggregate of 4,890 hours a week. These reductions were made in pursuance of Act of Congress, chapter 2939, approved March 4, 1907, which went into effect March 4, 1908. There were 57 railroad telegraphers who received the nine-hour day and 129 who received the eight-hour day. No changes in hours were reported as having occurred during 1907.

B. TEAMING.

Changes in Rates of Wages.—The changes in 1908 in this group affected 384 employees, all of whom received advances, the net effect on their weekly wages being an increase of \$623.65. In 1907, 1,434 employees received increases amounting to \$1,693.74.

The following table shows, by occupations, the number of employees affected and the amount of weekly increase:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Coal teamsters, 1907,	289	\$334.50	\$1.16
Coal teamsters, 1908,	211	216.65	1.03
Express wagon drivers, 1907,	95	120.00	1.26
Express wagon drivers, 1908,	110	330.00	3.00
General teamsters, 1907,	107	85.25	.80
General teamsters, 1908,	7	21.00	3.00
Ice teamsters, 1908,	56	56.00	1.00
Market wagon drivers, 1907,	24	24.00	1.00
Piano and furniture movers, 1907,	165	228.00	1.38
Sand and tipcart drivers, 1907,	200	200.00	1.00
Stablemen and hostlers, 1907,	165	318.74	1.93
Truck drivers, 1907,	300	300.00	1.00
Yardmen, 1907,	89	83.25	.94
Totals, 1907,	1,434	\$1,693.74	\$1.18
Totals, 1908,	384	\$623.65	\$1.65

All advances in 1908 were made at the request of employees, while, in 1907, of the 1,434 employees who received increases, 54

received voluntary advances. Increases without strike were obtained by 248 employees, 136 employees securing increases after strike. In 1907, 1,166 employees secured advances without strike and 214 after strike. All increases in 1908 and in 1907, also, were obtained with the aid of labor organizations. In 1908, 255 employees received increases by direct negotiations and 129 by arbitration; in 1907, 1,270 received advances by direct negotiations and 110 by arbitration.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1908. In 1907, 1,155 employees, at their own request with the aid of labor organizations and without strike, had their hours of labor reduced, the total reduction amounting to 5,775 hours a week.

C. NAVIGATION.

Changes in Rates of Wages.—No changes were reported as having occurred during 1908. In 1907, 228 employees received increases at their own request with the aid of labor organizations amounting to \$352 a week. Of this number 216 received advances without strike and 12 received increases after strike.

Changes in Hours of Labor.—No changes were reported as having occurred during 1908 or 1907.

D. FREIGHT HANDLING.

Changes in Rates of Wages and Hours of Labor.—During 1908 eight stevedores received voluntary increases amounting to \$21.60 a week. No changes in wages during 1907 nor changes in hours during 1908 or 1907 were reported as having occurred.

E. TELEGRAPHS.

Changes in Rates of Wages and Hours of Labor.—No changes in wages during 1908 nor changes in hours during 1907 or 1908 were reported as having occurred. In 1907, 554 commercial telegraphers received increases in wages amounting to \$808.23 a week. Of this number 546 received voluntary increases and eight received increases at their own request with the aid of labor organizations without strike.

11. WOODEN MANUFACTURES.

A. PLANING-MILL PRODUCTS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages during 1908 nor changes in hours during 1907 or 1908 were reported as having occurred. In 1907, 60 employees (13 of whom were females) obtained increases at their own request amounting to \$60 a week. Of this number, 44 (including 13 females) received increases without strike and 16 received advances after strike; 23 received advances with the aid of labor organizations and 37 obtained increases without such assistance.

B. COOPERAGE.

Changes in Rates of Wages and Hours of Labor. — No changes in wages during 1908 nor changes in hours during 1908 or 1907 were reported as having occurred. In 1907, 97 coopers received increases at their own request with the aid of labor organizations and without strike amounting to \$86.70 a week.

C. WOOD TURNING AND CARVING.

Changes in Rates of Wages and Hours of Labor. — No increases in wages nor changes in hours during 1908 were reported as having occurred. In 1908, 102 received decreases in wages amounting to \$167.10 a week. In 1907, 200 upholsterers received increases at their own request with the aid of labor organizations and without strike amounting to \$300 a week. In 1907, 62 employees received decreases in hours aggregating 264 hours a week, and of this number 16 carriage workers received the nine-hour day.

12. MISCELLANEOUS.

A. AGRICULTURE.

Changes in Rates of Wages and Hours of Labor. — No changes were reported as having occurred during 1908 or 1907.

B. BARBERING.

Changes in Rates of Wages. — No changes were reported as having occurred during 1908. In 1907 there were 109 barbers who received increases amounting to \$170 a week. Of this number 23

received voluntary increases and 86 received increases at their own request with the aid of labor organizations and without strike.

Changes in Hours of Labor.—During 1908, 108 barbers were affected by changes in hours of labor, the changes being all reductions amounting to a total of 98 hours a week, and of this number five received voluntary decreases and 103 received reductions upon their own request with the aid of labor organizations and without strike. In 1907 there were 2,028 barbers who received reductions in hours of labor at their own request with the aid of labor organizations and without strike, the aggregate reduction amounting to 21,085 hours a week.

C. CHEMICALS.

Changes in Rates of Wages and Hours of Labor.—No changes in wages during 1908 and no changes in hours during 1908 or 1907 were reported as having occurred. During 1907, 148 employees received increases in wages aggregating \$111 a week.

D. FISHERIES.

Changes in Rates of Wages and Hours of Labor.—No changes in wages or hours were reported as having occurred during 1907 or 1908.

E. GLASS AND GLASSWARE.

Changes in Rates of Wages.—The changes in 1908 in this group affected 731 employees, all of whom received decreases, the net effect on their weekly wages being a decrease of \$1,002.13. No changes in wages were reported as having occurred during 1907.

The following table shows by occupations the number of employees affected in 1908 and the amount of change in weekly wages:

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Carpenters,	20	\$28.63	\$1.43
Glass blowers,	82	155.30	1.89
Glass cutters,	257	358.73	1.40
Glass decorators,	20	33.41	1.67
Glass workers,	43	52.46	1.22
Other glass workers,	233	298.89	1.28
Other employees,	76	74.71	.98
Totals, 1908,	¹ 731	\$1,002.13	\$1.37

¹ Includes 112 females.

Changes in Hours of Labor.—No changes in hours were reported as having occurred during 1908 or 1907.

F. PAPER AND PAPER GOODS.

Changes in Rates of Wages.—The number of employees whose weekly wages were changed during 1908 was 153. Of these 27 had their wages advanced and 126 had them reduced. The advances amounted in the aggregate to \$49.41 and the reductions to \$81.50, the net result of all the changes being thus a decrease of \$32.09 a week. In 1907 there were 114 employees who received increases amounting to \$53.73.

Of the 27 employees who received increases in 1908, 20 received voluntary increases and seven received increases at the request of employees with the aid of labor organizations without strike.

The following table shows by occupations the number of employees affected and the amount of change in weekly wages:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Beater engineers, 1907,	3	\$3.60	\$1.20
Engineers, 1908,	2	7.00	3.50
Firemen, 1907,	12	5.58	.47
Firemen, 1908,	7	11.90	1.70
Millwrights, 1908,	5	.60	.12
Paper cutters, 1907,	199	44.55	.45
Printing department employees, 1908,	10	26.99	2.70
Other employees, 1908,	3	2.92	.97
Totals, 1907,	114	\$53.73	\$0.47
Totals, 1908,	27	\$49.41	\$1.83

¹ Females.

OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Beatermen,	18	\$11.94	\$0.66
Block handlers,	5	3.20	.64
Finishers,	6	4.32	.72
Grindermen,	15	9.60	.64
Laborers,	12	5.40	.45
Machine tenders,	15	12.48	.83
Second hands,	9	7.20	.80
Steam plant employees,	10	6.80	.68
Third hands,	9	5.76	.64
Wood handlers,	6	3.27	.55
Other employees,	21	11.53	.55
Totals,	126	\$81.50	\$0.65

Changes in Hours of Labor. — During 1908, 158 employees were affected by changes in hours of labor, the changes being all reductions which aggregated 1,830 hours a week, or an average of 11.6 hours a week for each employee affected.

In 1907, 93 employees received reductions in hours amounting to 1,496 hours a week, or an average of 16.1 hours a week for each employee affected. These very large reductions in hours of labor were due to the granting of the nine-hour day to 109 workingmen and the eight-hour day to 49 workingmen in 1908 and the eight-hour day to 93 workingmen in 1907.

G. STATIONARY ENGINEMEN.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours in 1908 were reported as having occurred. In 1907, 381 stationary engine-men received increases in wages aggregating \$868.39 and 276 received reductions in hours aggregating 7,676 hours a week. Of this latter number 13 stationary firemen were granted the eight-hour day.

H. THEATRES AND MUSIC.

Changes in Rates of Wages and Hours of Labor. — During 1908 five employees were affected by increases in wages, the total amount of change aggregating \$7.50 a week as compared with 36 in 1907 who received increases aggregating \$71 a week.

No changes in hours were reported as having occurred during 1908 or 1907.

I. WATER, LIGHT, AND POWER.

Changes in Rates of Wages. — The changes in 1908 in this group affected 142 employees, 10 of whom received increases aggregating \$11.20 a week and 132 of whom received reductions aggregating \$198 a week, the net effect of the changes being a reduction of \$186.80 a week. In 1907, 37 employees received increases aggregating \$11.29.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1908. In 1907, 45 employees were granted reductions aggregating 350 hours a week, and of this number 35 received the eight-hour day.

III.

THE OPERATION OF THE FALL RIVER SLIDING SCALE DURING 1908.¹

The question of the wages of the cotton-mill operatives in Fall River had always been a serious one, and prior to the adoption of the first sliding scale agreement in October, 1905, there was always more or less controversy between the textile unions and the mill owners. The sliding scale system, adopted in 1905 at a joint conference between a committee from the Fall River Cotton Manufacturers' Association and the secretaries of four of the textile unions of that city, was an automatic arrangement for the regulation of rates of wages by which the operatives would receive wages based on the minimum rate of 18 cents a cut for weaving print cloth and also additional wage premiums to be calculated upon the margin between the market price of the raw material and that of the finished goods.

This sliding scale, in its actual operation, however, failed to meet the expectations of either the operatives or their employers, and the results of the experiment showed that the basis adopted was not a sound one for regulating the scale of wages. The unusually high price of raw cotton had introduced a factor into the basis of calculation which was to the disadvantage of the operatives, while the mills managed to pay good dividends. So, on June 21, 1906, the manufacturers, at the request of the textile unions, granted a 10 per cent increase in wages to take effect July 2, the sliding scale being thus abolished. Again, on November 23, 1906, another increase of 10 per cent, to continue in force for six months, was granted the operatives after considerable negotiation between the organizations of employers and employees, and at the same time it was agreed to arrange a basis on which wages should be changed at the expiration of the six-months' period. On May 3, 1907, the committees from the two organizations decided upon the following wage scale to take effect May 26:

¹ An account of the origin and operation of the sliding scale system of regulating wages may be found in our Labor Bulletins No. 41, May, 1906, pp. 192-196; No. 51, July-August, 1907, pp. 27-33; No. 52, September, 1907, pp. 98-103; and No. 60, June-July, 1908, pp. 263-266, 288.

CLAUSE 1. — That 21.78 cents per cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the selling value of 45 yards of 28-inch 64×64 print cloth and 33.11 yards of 38½ inch 64×64. Quotations from New York Journal of Commerce shall be considered authority.

CLAUSE 2. — Wage agreements shall be binding for six months, beginning the last Monday in May and November of each year, based on the average margin for the previous six months.

Prices for weaving shall be as follows:

With a margin of 115 points, 23.96 cents; 110 points, 23.42 cents; 105 points, 22.87 cents; 95 points, 21.78 cents; 85 points, 20.69 cents; 80 points, 19.66 cents; 75 points, 18.68 cents; 72½ points, 18 cents.

Wages in all departments other than weaving shall be adjusted on the same basis: 23.96 cents, with a margin of 115, shall be the maximum; and 18 cents, with a margin of 72½, shall be the minimum rate paid for weaving.

CLAUSE 3. — If at any time either party to this agreement should desire to make a change, at least three months' notice shall be given by the party desiring the change prior to the expiration of the existing six months' contract.

This new scale differed in several important particulars from the sliding scale which was abandoned as unsatisfactory on July 2, 1906. The most important feature of the new agreement was that which provided that the rate of wages should be revised in May and November of each year, the revision being based on the average margin between the cost of the raw material and the price of the finished product for the previous six months. The new rate was to be binding for six months, thereby avoiding the weekly fluctuations which were found unsatisfactory under the old system. The minimum price for weaving provided for in the old scale was 18 cents a cut with no maximum price specified. The new scale established the same minimum rate and provided for a maximum rate of 23.96 cents a cut, but in other respects furnished a basis which was higher than that provided for by the old scale.

This rate (23.96 cents a cut for weaving) continued in force until May 25, 1908, when as a result of the operation of the sliding scale the wages were reduced 17.94 per cent, the heaviest reduction that has ever been made at one time in the history of Fall River, the nearest approach to it being a reduction of 14.28 per cent made September 11, 1893.

The following tabular statement shows how the prices and resultant margins fluctuated during the six months ending May 22, 1908:

WEEK ENDING—	Cost of One Pound of Middling Up- land Cotton (New York Quota- tion)	Selling Value of One Yard of 28-inch 64 x 64 Print Cloth	Selling Value of One Yard of 38½-inch 64 x 64 Print Cloth	Margin
1907.				
November 29,	\$0.1139	\$0.05¼	\$0.05½	1.230240
December 6, . . . . .	.1185½	.05½	.05¾	1.181040
December 13, . . . . .	.1206¾	.04¾	.05½	.990104
December 20, . . . . .	.1188½	.04¾	.05¾	.919557
December 27, . . . . .	.1174	.04¾	.05½	.927425
1908.				
January 3, . . . . .	.1164	.04¾	.05½	.918700
January 10, . . . . .	.1138½	.04¾	.05½	.914720
January 17, . . . . .	.11825	.04¾	.05½	.879390
January 24, . . . . .	.1205¾	.04¾	.05¾	.866110
January 31, . . . . .	.1175¾	.04¾	.05½	.897980
February 7, . . . . .	.1170¾	.04¾	.05¾	.884740
February 14, . . . . .	.1159	.04	.05½	.846100
February 21, . . . . .	.1140¾	.04	.05½	.856470
February 28, . . . . .	.1142	.03½	.05¾	.771480
March 6, . . . . .	.1156¾	.03¾	.05¾	.738740
March 13, . . . . .	.1140	.03¾	.04¾	.714130
March 20, . . . . .	.1098½	.03½	.04½	.688298
March 27, . . . . .	.1046¾	.03½	.04½	.676392
April 3, . . . . .	.1045	.03½	.04¾	.619531
April 10, . . . . .	.1029½	.03½	.04¾	.611505
April 17, . . . . .	.10025	.03½	.04¾	.632837
April 24, . . . . .	.1000¾	.03½	.04½	.631321
May 1, . . . . .	.1011¾	.03½	.04½	.597912
May 8, . . . . .	.10425	.03¾	.04½	.556706
May 15, . . . . .	.1103½	.03¾	.04½	.527490
May 22, . . . . .	.1098½	.03½	.04½	.590390
Average,	-	-	-	.794973

The six-months period began immediately after the panic of October, 1907, and the margin then decreased pretty steadily. The margin reported on May 15 was 52 and a fraction, an extremely low figure. The average margin for the six months being .794973, or below 80 points, meant that the wages of the operatives would be based on the price of weaving of 19.66 cents a cut, a reduction of 17.94 per cent from the price of weaving in force during the six months previous of 23.96 cents.

On May 20, 1908, the Textile Council, representing officially and unofficially some 25,000 operatives, demonstrated the ability of this great body of workers to stand by their contract by accepting, without a dissenting voice, the report of the committee, which recommended that the reduction in wages be accepted.

The wages which were paid during the period previous to May 25, 1908, were the highest ever paid in Fall River, and although the reduction which went into effect May 25 was very heavy the new rate is considerably higher than at the time of the great strike in 1904, or than the average rate under the old sliding scale in force from October 27, 1905, to June 30, 1906.

The following table shows the fluctuations in wages in Fall River during the past 25 years:

DATES ON WHICH CHANGES TOOK EFFECT.	Price per Cut for Weaving (Cents)	Percentage Increase (+) or Decrease (-)	DATES ON WHICH CHANGES TOOK EFFECT.	Price per Cut for Weaving (Cents)	Percentage Increase (+) or Decrease (-)
February 4, 1884, . . .	18.50	-	February 27, 1899, . . .	18.00	+12.50
January 19, 1885, . . .	16.50	-10.81	December 11, 1899, . . .	19.80	+10.00
March 1, 1886, . . .	18.15	+10.00	March 17, 1902, . . .	21.78	+10.00
February 13, 1888, . . .	19.00	+4.68	November 23, 1903, . . .	19.80	-9.09
July 11, 1892, . . .	19.60	+3.16	July 25, 1904, . . .	17.32	-12.50
December 5, 1892, . . .	21.00	+7.15	October 30, 1905, . . .	18.61	+7.45
September 11, 1893, . . .	18.00	-14.28	July 2, 1906, . . .	19.80	+6.39
August 30, 1894, . . .	16.00	-11.11	November 28, 1906, . . .	21.78	+10.00
April 22, 1895, . . .	18.00	+12.50	May 27, 1907, . . .	23.96	+10.00
January 1, 1898, . . .	16.00	-11.11	May 25, 1908, . . .	19.66	-17.94

¹ Average under the sliding scale.

Following the announcement of the new rate, a notice of a reduction of 17.94 per cent in the wages of the 5,000 operatives in the cotton mills of the Fall River Iron Works Company, which is not represented in the manufacturers' association, was posted at that plant. Other cotton mills throughout New England reduced wages in April, the average reduction being about 10 per cent. For a short period after the reduction went into effect the demand for cotton cloth warranted the manufacturers in running their mills on full time, and as a result the actual weekly earnings of the operatives were greater than under the former rate of wages. These favorable conditions did not continue, however, and the mills were obliged to curtail, thereby decreasing the earnings of the operatives considerably.

Considerable discussion arose among several of the textile unions regarding this unfavorable operation of the agreement. Those in favor of continuing the agreement held that under the abnormal conditions in the cotton industry for the preceding nine months the sliding scale had not had a fair trial, and that under ordinary circumstances it would be found equitable and satisfactory to all concerned. Those opposed to a continuance held that the agreement had not proved to be a benefit to the workers; that any agreement which permitted a change of almost 18 per cent in wages was a faulty one; and that because of the speculative element in the cotton market the existing method of figuring the margin was not considered to be a fair one.

At a special meeting of the Textile Council, held on July 29,

it was voted to submit to the executive committee for consideration an amendment to the agreement, and on August 14 the executive committee met and made arrangements for presenting the proposed amendment to the Cotton Manufacturers' Association. The members of the executive committee of the Cotton Manufacturers' Association and the executive committee of the Textile Council held conferences on August 24 and 26, and on the latter date the representatives of both parties agreed upon the draft of an amended agreement.

The principal change in the agreement was that in regard to the drop of margins. In the original agreement the price of weaving changed with every drop of five points in the margin between the price of raw cotton and print cloth until it reached 95, when a drop of 10 points was required. The new agreement called for a change in the price of weaving for every drop of two and one-half points in the margin. The basis for figuring the margins was the same as in the original agreement. The minimum price for weaving, 18 cents a cut, and the maximum price, 23.96 cents a cut, remained the same. The standard of wages remained the same, 21.78 cents a cut for a margin of 95 points. Another change was shown in section four which stated that no reductions or advances should take effect until two weeks after the end of the period on which wages were based for the next six months, except that the present wage schedule should remain in force for one week after the expiration of the present marginal period.

The amended agreement was as follows:

It is agreed by the Cotton Manufacturers' Association of Fall River, the Fall River Mule Spinners Association, the Fall River Weavers Progressive Association, the Fall River Loomfixers Association, the Fall River Card Room Protective Association, and the Fall River Slasher Tenders Union, that wages in Fall River, so far as the mills represented by the Manufacturers' Association and the operatives who are members of the above organizations are concerned, shall be determined in the following manner, which shall be binding upon the mills represented by the Manufacturers' Association and upon the members of the various operatives' associations until changed or terminated as hereafter provided:

1. That 21.78 cents a cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the average selling price of 45 yards of 28-inch 64×64 print cloth and 33.11 yards of 38½-inch 64×64 print cloth. Quotations from the New York Journal of Commerce shall be considered authoritative.

2. The standard of wages shall be fixed every six months, beginning the last Monday in May and November of each year, and no oftener, and shall be based on the average margin as fixed above for the previous six months. Prices for weaving shall be as follows:

MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices
115,	23.96	100,	22.32	85,	20.69
112½,	23.69	97½,	22.05	82½,	20.18
110,	23.42	95,	21.78	80,	19.66
107½,	23.14	92½,	21.50	77½,	19.17
105,	22.87	90,	21.23	75,	18.68
102½,	22.59	87½,	20.96	72½,	18.00

But there shall be no change in prices on either the ascending or descending scale unless the margin has reached a point named in the above schedule. Eighteen cents a cut shall be the minimum rate paid for weaving; 23.96 cents a cut shall be the maximum rate. Wages in all departments other than weaving shall be adjusted on the price for weaving as above determined.

3. No change shall be made in this agreement and it shall remain in force until the Cotton Manufacturers' Association on the one side, or the members of the various operatives' organizations on the other side, give notice of proposed changes at least three months prior to the last Monday of May and November in each year.

4. Reductions or advances in wages shall not take effect until two weeks after the end of the period on which wages shall be based for the next six months, except that the present wage schedule shall remain in force one week after the expiration of the present marginal period.

During the six months of the present agreement (May 26–November 26) the operatives worked under conditions of depression that were as extraordinary in the ebb as were conditions in the flood tide of prosperity. The margin remained very low, the average for 148 working days, almost the full length of time of the new agreement, being a little above 60 cents. With the remaining days of the agreement there was not the slightest possibility of increasing the average very much above that amount even though the margin showed distinct improvement within the five weeks preceding the expiration of the agreement.

On November 19 the cotton manufacturers made a decision of deep significance in that they agreed to waive their right to reduce the wages of the operatives 8.44 per cent (from 19.66 to 18 cents a cut) under the sliding scale agreement. This decision was made known by the following letter from the Cotton Manufacturers' Association to the Textile Council:

COTTON MANUFACTURERS' ASSOCIATION,

FALL RIVER, MASS., November 19, 1908.

TO THE TEXTILE COUNCIL OF FALL RIVER, GENTLEMEN:

By the terms of the agreement between the Cotton Manufacturers' Association and the textile unions of Fall River the wages now in force will be automatically reduced on December 7, by reason of the margin between the price of cloth and the price of cotton computed to the 28th inst.

Believing that indications point to a prosperous season, the Manufacturers' Association is inclined to waive, for the present occasion, its right under the contract to reduce wages, and to suggest, if it is agreeable to the Textile Council, that the present rate of wages be maintained for the ensuing period of six months, it being thoroughly understood that the extra wage thus paid is something over and above what is required by the contract, which still remains binding on both parties, and is offered as in some way a substantial recognition of the good faith of the operatives in remaining true to their contractual obligations.

If, therefore, the members of the Textile Council approve this suggestion, and thus indicate their understanding that no precedent is hereby established, and that the textile agreement still remains in full force, the arrangement outlined above will become effective.

EXECUTIVE COMMITTEE OF COTTON MANUFACTURERS' ASSOCIATION,

GEORGE H. HILLS,

President.

The undersigned members of the Fall River Textile Council approved the foregoing and agreed thereto:

CARDERS PROTECTIVE ASSOCIATION,

JAMES TANSEY,

Secretary.

WEAVERS PROGRESSIVE ASSOCIATION,

JAMES WHITEHEAD,

Secretary.

MULE SPINNERS ASSOCIATION,

THOMAS O'DONNELL,

Secretary and Treasurer.

LOOMFIXERS ASSOCIATION,

THOMAS TAYLOR,

Secretary.

SLASHER TENDERS ASSOCIATION,

WILLIAM HARWOOD,

Secretary and Treasurer.

On November 20, at a special meeting, the Textile Council ratified the action of the executive committee of the council in signing the agreement with the president of the Manufacturers' Association

to continue the then existing agreement in force for the next six months, thus doing away with the reduction that would have resulted if the terms of the trade agreement had been strictly adhered to. The following expression of appreciation from President Tansey of the Textile Council well expresses the feeling of the operatives regarding the action taken by the manufacturers:

To say that we are grateful to the manufacturers for the broad and liberal view they have taken of the situation and the generous disposition of the question is hardly a strong enough word for us to show our appreciation. It is evident from the communication of the manufacturers to the Textile Council that the broad view of the situation, also the advice of the council to the operatives six months ago, and the faithful observance of the contract on the part of the operatives has not been forgotten. On behalf of both the Textile Council and the operatives, as president of the council, I tender thanks to the manufacturers.

The operation of the sliding scale during the six-months period, May 23 to November 27, and which under the agreement would have brought about a reduction to 18 cents a cut for the next six months, was as follows:

WEEK ENDING —	Cost of One Pound of Middling Up- land Cotton (New York Quota- tion)	Selling Value of One Yard of 28-inch 64 x 64 Print Cloth	Selling Value of One Yard of 38 $\frac{1}{2}$ -inch 64 x 64 Print Cloth	Margin
May 29,	\$0.1141%	\$0.03 $\frac{3}{4}$	\$0.04 $\frac{7}{16}$	.573239
June 52, . . . . .	.1144	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.581719
June 19, . . . . .	.1140	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.584919
June 16, . . . . .	.1185%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.548252
June 2, . . . . .	.1185	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.545470
July 3, . . . . .	.1148%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.559283
July 10, . . . . .	.1122	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.578625
July 17, . . . . .	.1108%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.575762
July 24, . . . . .	.1089%	.03 $\frac{3}{4}$	.041 $\frac{7}{16}$	.580749
July 31, . . . . .	.1073%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.576171
August 7, . . . . .	.1075%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.546579
August 14, . . . . .	.1059%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.566811
August 21, . . . . .	.1030%	.03 $\frac{3}{4}$	.04 $\frac{7}{16}$	.589477
August 28, . . . . .	.0978%	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.589289
September 4, . . . . .	.0936%	.03	.04 $\frac{7}{16}$	.608561
September 11, . . . . .	.0938	.03	.04 $\frac{7}{16}$	.607494
September 18, . . . . .	.0946%	.03	.04 $\frac{7}{16}$	.600561
September 25, . . . . .	.0940	.03	.04 $\frac{7}{16}$	.605894
October 2, . . . . .	.09325	.03	.04 $\frac{7}{16}$	.594649
October 9, . . . . .	.09075	.03	.04 $\frac{7}{16}$	.631894
October 16, . . . . .	.0919%	.03	.04 $\frac{7}{16}$	.622561
October 23, . . . . .	.0930%	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.6317385
October 30, . . . . .	.09375	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.667059
November 6, . . . . .	.0933	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.730991
November 13, . . . . .	.0931%	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.754035
November 20, . . . . .	.0945%	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.760945
November 27, . . . . .	.0949	.03 $\frac{3}{16}$	.04 $\frac{7}{16}$	.780912
Average,	—	—	—	.61458

In arriving at a decision to hold the old wage scale for another six months two considerations were of importance. Business had

been dull and the operatives had lost considerable time on account of the necessary shut-downs, and it was the general opinion of the manufacturers that in recognition of the operatives standing by loyally and accepting the conditions, rather than scattering all over the country, it would be but showing proper appreciation to give them the benefit of the old wage scale for another six months. Business promised to pick up and to soon become normal, and a full complement of operatives was necessary. The maintenance of the old schedule would hold them, they would work more cheerfully, and would probably be worth the difference, so under the existing conditions the experiment of voluntarily raising wages was given a trial.

An eight per cent cut in the Fall River wage scale would mean a loss of about \$20,000 a week to the operatives. For the six-months period this would amount to \$520,000, and this is what the Fall River manufacturers gave their operatives by not taking advantage of the contract with the unions.

Nothing could have been more effective and timely than this waiver in strengthening the good feeling between the employers and employees which had been growing since the existing sliding scale agreement went into effect. The sliding scale may not be perfect; it may fail to meet every requirement of employer and employee, but the great thing about it is that it is an agreement for the automatic regulation of wages. Under it both sides have exhibited moderation, a spirit of conciliation, and a determination to abide by its terms. And this commendable disposition has been exhibited by the employees at a time when the agreement imposed on them such a serious burden as a cut of 17.94 per cent, with the prospect of another 8.44 per cent.

Following the action of the Fall River manufacturers in not enforcing the wage cut, which was expected to go into operation on December 8, came the announcement that there would be no reduction in wages in the mills of New Bedford.

The maintenance of the Fall River wage scale has a far-reaching effect, since it virtually fixes the wage for Rhode Island and Connecticut and more or less for all New England, a cut or an advance in Fall River being generally followed in other sections. Wages in other cotton centers in New England were not changed, and labor disturbances in the cotton industry were few and far between during the remainder of 1908.

IV.

SUMMARY TABLES.

1. RATES OF WAGES.

TABLE I. *Changes in RATES OF WAGES in 1908: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)
Building and Stone Working.									
<i>Building Trades.</i>									
Bricklayers and plasterers,	991	\$1,597.34	\$1.63	12	\$14.40	\$1.20	995	+ \$1,583.94	+ \$1.69
Carpenters,	51	122.40	2.40	-	-	-	51	+122.40	+2.40
Electrical workers,	213	398.40	1.87	-	-	-	213	+398.40	+1.87
Electrical workers', helpers,	19	28.50	1.50	-	-	-	19	+28.50	+1.50
Elevator constructors,	12	23.10	1.93	-	-	-	12	+23.10	+1.93
Elevator constructors' helpers,	90	162.00	1.80	-	-	-	90	+162.00	+1.80
Painters,	60	57.60	1.95	-	-	-	60	+57.60	+1.96
Painters', helpers,	244	350.54	1.35	12	14.40	1.20	256	+316.14	+1.23
Roofers,	147	276.00	1.88	-	-	-	147	+276.00	+1.88
Roofers', helpers,	60	90.00	1.50	-	-	-	60	+90.00	+1.50
Stairbuilders,	85	108.80	1.28	-	-	-	85	+108.80	+1.28
<i>Building and Street Labor.</i>									
Building laborers,	100	150.00	1.50	-	-	-	100	+150.00	+1.50
Building laborers,	100	150.00	1.50	-	-	-	100	+150.00	+1.50
<i>Stone Working.</i>									
Granite cutters,	563	706.96	1.26	-	-	-	563	+706.96	+1.26
Granite polishers,	93	97.04	1.04	-	-	-	93	+97.04	+1.04
Laborers,	126	228.57	1.81	-	-	-	126	+228.57	+1.81
Laying cutters,	20	21.20	1.06	-	-	-	20	+21.20	+1.06
Quarrymen,	35	31.50	1.90	-	-	-	35	+31.50	+1.90
Sawyers,	250	251.50	1.01	-	-	-	250	+251.50	+1.01
Sawyers,	32	67.84	2.12	-	-	-	32	+67.84	+2.12
Other employees, ¹	6	9.31	1.55	-	-	-	6	+9.31	+1.55

Shoefitters' helpers,	48	46.08	.96	-	-	48	+46.08	+ .96
Shoefitters,	28	26.88	.96	-	-	28	+26.88	+ .96
Timbers,	12	17.34	1.45	-	-	12	+17.34	+1.45
Wiremen,	40	76.80	1.92	-	-	40	+76.80	+1.92
Other employees,	64	90.89	1.42	-	-	4	+90.89	+1.42
<i>State Employees.</i>								
Engineers,	128	169.12	1.24	-	-	128	+169.12	+1.24
Firemen,	12	20.04	1.67	-	-	12	+20.04	+1.67
Nurses,	16	56.00	3.50	-	-	16	+56.00	+3.50
	100	83.08	.83	-	-	100	+83.08	+ .83
<i>Municipal Employees.</i>								
Drawtenders,	489	785.64	1.60	-	154	645	+483.61	+ .66
Firemen,	3	9.50	3.17	-	129	129	-277.66	-2.15
Janitors,	456	748.50	1.64	-	4	7	-14.50	-2.07
Sweeping-machine drivers,	24	12.00	.50	-	8	8	-36.54	-4.57
Other employees, ¹	6	13.64	2.27	-	-	456	+748.50	+1.64
Textiles.								
<i>Bleaching, Dyeing, and Printing.</i>								
Operatives,	28	56.84	2.03	-	275	305	-48.16	- .14
Other employees, ²	-	-	-	-	263	291	-37.84	- .13
<i>Cotton Goods.</i>								
Operatives,	-	-	-	-	12	12	-4.32	- .36
Other employees, ³	-	-	-	-	88,408	88,408	-89,972.78	-1.08
<i>Flax, Hemp, and Jute Goods.</i>								
Operatives,	-	-	-	-	81,846	81,846	-88,387.70	-1.08
<i>Hosiery and Knit Goods.</i>								
Operatives,	-	-	-	-	1,557	1,557	-1,585.08	-1.02
Mechanics,	-	-	-	-	2,200	2,200	-1,050.00	- .48
Other employees, ⁴	-	-	-	-	2,200	2,200	-1,050.00	- .48
<i>Woolen and Worsted Goods.</i>								
Operatives,	-	-	-	-	4,164	4,164	-3,268.19	- .78
Mechanics,	-	-	-	-	3,989	3,989	-3,108.04	- .78
Other employees, ⁴	-	-	-	-	165	165	-150.15	- .91
	-	-	-	-	3,266	3,266	-2,487.96	- .68
	-	-	-	-	3,550	3,550	-2,168.19	- .61
	-	-	-	-	336	336	-259.77	- .77

¹ Includes ambulance drivers, carpenters, coal passers, electricians, engineers, teamsters, and watchmen.² Includes carpenters and repair men.³ Includes boiler tenders, carpenters, firemen, laborers, machinists, masons, mechanics, painters, pipers and helpers, shop employees, teamsters, watchmen, and yard employees.⁴ Includes yard and repair men.

Glass workers,	.	.	.	.	.	.	.	43	52.46	1.22	43	52.46	-1.22
Other glass workers,	.	.	.	.	.	.	.	233	298.89	1.28	233	298.89	-1.28
Other employees, ¹	.	.	.	.	.	.	.	76	74.71	.98	76	74.71	-.98
<i>Paper and Paper Goods.</i>													
Beatermen,	.	.	.	.	.	27	49.41	1.83	186	81.50	.65	186	81.50
Block handlers,	.	.	.	.	.	.	.	.	18	11.94	.66	18	11.94
Engineers,	.	.	.	.	.	2	7.00	3.50	5	3.20	.64	5	3.20
Finishers,	.	.	.	.	.	.	.	.	6	4.32	.72	6	4.32
Firemen,	.	.	.	.	.	7	11.90	1.70	6	4.32	.72	6	4.32
Grinders,	.	.	.	.	.	.	.	.	15	9.60	.64	15	9.60
Machine tenders,	.	.	.	.	.	.	.	.	12	5.40	.45	12	5.40
Millwrights,	.	.	.	.	.	5	.60	.12	15	12.48	.83	15	12.48
Printing department employees,	.	.	.	.	.	10	26.99	2.70	9	7.20	.80	9	7.20
Second hands,	.	.	.	.	.	.	.	.	10	6.80	.68	10	6.80
Steam plant employees,	.	.	.	.	.	.	.	.	9	5.76	.64	9	5.76
Third hands,	.	.	.	.	.	.	.	.	6	3.27	.55	6	3.27
Wood handlers,	.	.	.	.	.	3	2.92	.97	21	11.53	.55	21	11.53
Other employees, ⁴	.	.	.	.	.	.	.	.	.	.	.	.	.
<i>Theatres and Music.</i>													
Stage employees,	.	.	.	.	.	5	7.50	1.50	-	-	-	5	7.50
	.	.	.	.	.	5	7.50	1.50	-	-	-	5	7.50
<i>Water, Light, and Power.</i>													
Firemen,	.	.	.	.	.	10	11.80	1.12	138	198.00	1.50	138	198.00
Lamp-lighters,	.	.	.	.	.	10	11.20	1.12	132	198.00	1.50	132	198.00
All Industries,	.	.	.	.	.	5,947	\$9,339.18	\$1.57	95,430	\$98,905.88	\$1.04	101,367	\$99,566.70

¹ Includes clerks, foremen, laborers, lampmen, towermen, and yard masters.² Includes blacksmiths, foremen, joiners, millmen, painters' apprentices, and upholsterers.³ Includes machine room and shipping room employees and packers.⁴ Includes blacksmith and helper, boiler man, cleaners, cutter man, machinists, millwrights, painter, paper loader, pipers, teamsters, washerman, and watchman.

TABLE II. — *Changes in RATES OF WAGES for the Years 1907 and 1908: By Industries.*

INDUSTRIES AND YEARS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Amount of Increase (+) or Decrease (—) in Weekly Wages	Average Amount of Increase (+) or Decrease (—) in Weekly Wages
Building and Stone Working.									
Building trades, 1907.	14,194	\$21,080.97	\$1.49	26	\$7.80	\$0.30	14,220	+\$21,073.17	+\$1.48
Building trades, 1908.	981	1,597.34	1.63	12	14.40	1.20	993	+1,582.94	+1.59
Building and street labor, 1907.	401	838.62	2.09	67	4.02	.06	468	+834.60	+1.78
Building and street labor, 1908.	100	180.00	1.50	—	—	—	100	+180.00	+1.50
Stone working, 1907.	265	283.56	1.07	—	—	—	265	+283.56	+1.07
Stone working, 1908.	562	706.96	1.26	—	—	—	562	+706.96	+1.26
Clothing.									
Boots and shoes, 1907.	1,853	2,431.88	1.31	23	11.50	.50	1,876	+2,420.38	+1.29
Boots and shoes, 1908.	774	1,764.68	2.28	15	30.00	2.00	789	+1,734.68	+2.20
Garments, 1907.	145	314.00	2.17	70	180.00	2.57	215	+134.00	+.62
Garments, 1908.	83	138.50	1.67	—	—	—	83	+138.50	+1.67
Hats and caps, 1907.	52	104.00	2.00	—	—	—	52	+104.00	+2.00
Hats and caps, 1908.	—	—	—	—	—	—	—	—	—
Shirts, collars, and laundry, 1907.	11	11.00	1.00	—	—	—	11	+11.00	+1.00
Shirts, collars, and laundry, 1908.	—	—	—	—	—	—	—	—	—
Food, Liquors, and Tobacco.									
Food products, 1907.	79	118.50	1.50	—	—	—	79	+118.50	+1.50
Food products, 1908.	48	144.00	3.00	—	—	—	48	+144.00	+3.00
Liquors, 1907.	176	338.99	1.93	—	—	—	176	+338.99	+1.93
Liquors, 1908.	139	401.86	2.89	—	—	—	139	+401.86	+2.89
Tobacco, 1907.	488	488.00	1.00	—	—	—	488	+488.00	+1.00
Tobacco, 1908.	80	80.00	1.00	200	200.00	1.00	280	—120.00	— .43

TABLE II. — *Changes in RATES OF WAGES for the Years 1907 and 1908: By Industries — Concluded.*

INDUSTRIES AND YEARS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Amount of Increase (+) or Decrease (—) in Weekly Wages	Average Amount of Increase (+) or Decrease (—) in Weekly Wages
Textiles — Con.									
Flax, hemp, and jute goods, 1907,	597	\$399.40	\$0.67	—	—	—	597	+ \$399.40	+ \$0.67
Flax, hemp, and jute goods, 1908,	—	—	—	2,200	\$1,050.00	\$0.48	2,200	— 1,050.00	— .48
Hosiery and knit goods, 1907,	4,082	1,117.72	.27	—	—	—	4,082	+ 1,117.72	+ .27
Hosiery and knit goods, 1908,	—	—	—	4,154	3,258.19	.78	4,154	— 3,258.19	— .78
Woolen and worsted goods, 1907,	10,881	6,607.19	.61	—	—	—	10,881	+ 6,607.19	+ .61
Woolen and worsted goods, 1908,	—	—	—	3,886	2,427.96	.62	3,886	— 2,427.96	— .62
Transportation.									
Railroads, 1907,	18,549	16,620.50	.90	—	—	—	18,549	+ 16,620.50	+ .90
Railroads, 1908,	431	311.63	.72	28	41.09	1.47	459	+ 270.54	+ .59
Teaming, 1907,	1,434	1,693.74	1.18	—	—	—	1,434	+ 1,693.74	+ 1.18
Teaming, 1908,	384	623.65	1.62	—	—	—	384	+ 623.65	+ 1.62
Navigation, 1907,	228	352.00	1.54	—	—	—	228	+ 352.00	+ 1.54
Navigation, 1908,	—	—	—	—	—	—	—	—	—
Freight handling, 1907,	—	—	—	—	—	—	—	—	—
Freight handling, 1908,	8	21.60	2.70	—	—	—	8	+ 21.60	+ 2.70
Telegraphs, 1907,	554	808.23	1.46	—	—	—	554	+ 808.23	+ 1.46
Telegraphs, 1908,	—	—	—	—	—	—	—	—	—
Wooden Manufactures.									
Planing-mill products, 1907,	60	60.00	1.00	—	—	—	60	+ 60.00	+ 1.00
Planing-mill products, 1908,	—	—	—	—	—	—	—	—	—
Cooperage, 1907,	97	86.70	.89	—	—	—	97	+ 86.70	+ .89
Cooperage, 1908,	—	—	—	—	—	—	—	—	—
Wood turning and carving, 1907,	200	300.00	1.50	—	—	—	200	+ 300.00	+ 1.50
Wood turning and carving, 1908,	—	—	—	102	167.10	1.64	102	— 167.10	— 1.64

Miscellaneous.									
Barbering, 1907,	109	170.00	1.56	-	-	-	-	109	+170.00
Barbering, 1908,	-	-	-	-	-	-	-	-	-
Chemicals, 1907,	148	111.00	.75	-	-	-	-	148	+111.00
Chemicals, 1908,	-	-	-	-	-	-	-	-	-
Glass and glassware, 1907,	-	-	-	-	-	-	-	-	-
Glass and glassware, 1908,	-	-	-	731	1,002.13	1.37	-	731	-1,002.13
Paper and paper goods, 1907,	114	53.73	.47	-	-	-	-	114	+53.73
Paper and paper goods, 1908,	27	49.41	1.83	126	81.50	.65	-	153	-32.09
Stationary engineers, 1907,	381	868.39	2.28	-	-	-	-	381	+868.39
Stationary engineers, 1908,	-	-	-	-	-	-	-	-	-
Theatres and music, 1907,	36	71.00	1.97	-	-	-	-	36	+71.00
Theatres and music, 1908,	5	7.50	1.50	-	-	-	-	5	+7.50
Water, light, and power, 1907,	37	11.29	.31	-	-	-	-	37	+11.29
Water, light, and power, 1908,	10	11.20	1.12	-	-	-	-	142	-186.80
All Industries, 1907,	166,167	\$142,219.17	\$0.86	487	\$594.46	\$1.25	-	166,634	+5141,634.71
All Industries, 1908,	5,947	\$1,339.18	1.57	95,430	\$6,906.56	1.04	-	101,367	-59,566.70

TABLE III A. — *Methods by which Changes in RATES OF WAGES were Arranged.*

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)
Voluntary, 1907,	81,081	\$54,677.97	\$0.67	347	\$558.06	\$1.61	81,428	+\$54,119.61	+\$0.66
Voluntary, 1908,	1,642	2,276.22	1.39	75,868	65,562.16	.86	77,510	-63,285.94	- .82
By sliding scale, 1907,	20,730	18,514.58	.89	-	-	-	20,730	+18,514.58	+ .89
By sliding scale, 1908,	-	-	-	19,552	33,343.72	1.71	19,552	-33,343.72	-1.71
At request of employees, 1907,	64,356	69,026.92	1.07	120	26.40	.22	64,476	+69,000.52	+1.07
At request of employees, 1908,	4,305	7,062.96	1.64	-	-	-	4,305	+7,062.96	+1.64
All methods, 1907,	166,167	\$142,219.17	\$0.86	467	\$584.46	\$1.25	166,634	+\$141,634.71	+\$0.85
All methods, 1908,	5,947	9,339.18	1.57	95,430	\$8,905.83	1.04	101,367	-89,566.70	-0.88

TABLE III B. — *Changes in RATES OF WAGES Granted at Request of Employees: By Methods of Arrangement.*

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Without strike, 1907,									
Without strike, 1908,									
After strike, 1907,	61,427	\$66,254.49	\$1.08	32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08
After strike, 1908,	3,392	6,772.65	1.70	—	—	—	3,392	6,772.65	1.70
	2,929	2,772.43	.95	88	10.32	.12	3,017	2,762.11	.92
	913	1,290.31	1.41	—	—	—	913	1,290.31	1.41
Totals, 1907,	64,356	\$69,026.92	\$1.07	120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07
Totals, 1908,	4,305	7,062.96	1.64	—	—	—	4,305	7,062.96	1.64
With aid of labor organizations, 1907,									
With aid of labor organizations, 1908,									
	53,899	\$59,029.01	\$1.10	116	\$23.32	\$0.20	54,015	\$59,005.69	\$1.09
	3,818	6,224.87	1.63	—	—	—	3,818	6,224.87	1.63
Without aid of labor organizations, 1907,	10,457	9,997.91	.96	4	3.08	.77	10,461	9,994.83	.96
Without aid of labor organizations, 1908,	487	838.09	1.72	—	—	—	487	838.09	1.72
Totals, 1907,	64,356	\$69,026.92	\$1.07	120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07
Totals, 1908,	4,305	7,062.96	1.64	—	—	—	4,305	7,062.96	1.64
By direct negotiations, 1907,									
By direct negotiations, 1908,									
	57,827	\$60,503.64	\$1.05	97	\$14.90	\$0.15	57,924	\$60,488.74	\$1.04
	4,110	6,943.61	1.69	—	—	—	4,110	6,943.61	1.69
By arbitration, 1907,	6,529	8,523.28	1.31	23	11.50	.50	6,552	8,511.78	1.30
By arbitration, 1908,	195	119.35	.61	—	—	—	195	119.35	.61
Totals, 1907,	64,356	\$69,026.92	\$1.07	120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07
Totals, 1908,	4,305	7,062.96	1.64	—	—	—	4,305	7,062.96	1.64

TABLE III C. — *Changes in RATES OF WAGES Granted at Request of Employees, Without Strike: By Methods of Arrangement.*

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
With aid of labor organizations, 1907,	52,019	\$56,983.68	\$1.10	28	\$13.00	\$0.46	52,047	\$56,970.68	\$1.09
With aid of labor organizations, 1908,	3,090	5,339.56	1.73	—	—	—	3,090	5,339.56	1.73
Without aid of labor organizations, 1907,	9,408	9,270.81	.99	4	3.08	.77	9,412	9,267.73	.98
Without aid of labor organizations, 1908,	302	433.09	1.43	—	—	—	302	433.09	1.43
Totals, 1907,	61,427	\$66,254.49	\$1.08	32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08
Totals, 1908,	3,392	5,772.65	1.70	—	—	—	3,392	5,772.65	1.70
By direct negotiations, 1907,	55,093	\$57,935.58	\$1.05	9	\$4.58	\$0.51	55,102	\$57,931.00	\$1.05
By direct negotiations, 1908,	3,326	5,687.95	1.71	—	—	—	3,326	5,687.95	1.71
By arbitration, 1907,	6,334	8,318.91	1.31	23	11.50	.50	6,357	8,307.41	1.31
By arbitration, 1908,	66	84.70	1.28	—	—	—	66	84.70	1.28
Totals, 1907,	61,427	\$66,254.49	\$1.08	32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08
Totals, 1908,	3,392	5,772.65	1.70	—	—	—	3,392	5,772.65	1.70

TABLE III D. — *Changes in RATES OF WAGES Granted at Request of Employees, After Strike: By Methods of Arrangement.*

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
With aid of labor organizations, 1907.	1,880	\$2,045.33	\$1.09	88	\$10.32	\$0.12	1,968	\$2,035.01	\$1.03
With aid of labor organizations, 1908.	728	885.31	1.22	—	—	—	728	885.31	1.22
Without aid of labor organizations, 1907.	1,049	727.10	.69	—	—	—	1,049	727.10	.69
Without aid of labor organizations, 1908.	185	405.00	2.19	—	—	—	185	405.00	2.19
Totals, 1907.	2,929	\$3,772.43	\$0.95	88	\$10.32	\$0.12	3,017	\$3,762.11	\$0.92
Totals, 1908.	913	1,390.31	1.41	—	—	—	913	1,390.31	1.41
By direct negotiations, 1907.	2,734	\$2,568.06	\$0.94	88	\$10.32	\$0.12	2,822	\$2,557.74	\$0.91
By direct negotiations, 1908.	784	1,255.66	1.60	—	—	—	784	1,255.66	1.60
By arbitration, 1907.	195	204.37	1.05	—	—	—	195	204.37	1.05
By arbitration, 1908.	129	34.65	.27	—	—	—	129	34.65	.27
Totals, 1907.	3,929	\$3,772.43	\$0.95	88	\$10.32	\$0.12	3,017	\$3,762.11	\$0.92
Totals, 1908.	913	1,390.31	1.41	—	—	—	913	1,390.31	1.41

TABLE III E. — *Changes in RATES OF WAGES Granted at Request of Employees, With Aid of Labor Organizations:*
By Methods of Arrangement.

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Without strike, 1907,	52,019	\$56,083.68	\$1.10	28	\$13.00	\$0.46	52,047	\$56,070.68	\$1.09
Without strike, 1908,	3,090	5,339.56	1.73	—	—	—	3,090	5,339.56	1.73
After strike, 1907,	1,880	2,045.33	1.09	88	10.32	.12	1,968	2,035.01	1.03
After strike, 1908,	728	885.31	1.22	—	—	—	728	885.31	1.22
Totals, 1907,	53,899	\$59,029.01	\$1.10	116	\$23.32	\$0.30	54,015	\$59,005.69	\$1.09
Totals, 1908,	3,818	6,224.87	1.63	—	—	—	3,818	6,224.87	1.63
By direct negotiations, 1907,	47,370	\$50,505.73	\$1.07	93	\$11.82	\$0.13	47,463	\$50,493.91	\$1.06
By direct negotiations, 1908,	3,623	6,105.52	1.69	—	—	—	3,623	6,105.52	1.69
By arbitration, 1907,	6,529	8,523.28	1.31	23	11.50	.50	6,552	8,511.78	1.30
By arbitration, 1908,	195	119.35	.61	—	—	—	195	119.35	.61
Totals, 1907,	53,899	\$59,029.01	\$1.10	116	\$23.32	\$0.30	54,015	\$59,005.69	\$1.09
Totals, 1908,	3,818	6,224.87	1.63	—	—	—	3,818	6,224.87	1.63

TABLE III F. — *Changes in RATES OF WAGES Granted at Request of Employees, Without Aid of Labor Organizations:
By Methods of Arrangement.*

Methods.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease	Number of Employees Affected	Total Weekly Decrease	Average Weekly De- crease	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
Without strike, 1907,	9,408	\$9,270.81	\$0.99	4	\$3.08	\$0.77	9,412	\$9,267.73	\$0.98
Without strike, 1908,	302	433.09	1.43	—	—	—	302	433.09	1.43
After strike, 1907,	1,049	727.10	.69	—	—	—	1,049	727.10	.69
After strike, 1908,	185	405.00	2.19	—	—	—	185	405.00	2.19
Totals, 1907,	10,457	\$9,997.91	\$0.96	4	\$3.08	\$0.77	10,461	\$9,994.83	\$0.96
Totals, 1908,	487	838.09	1.73	—	—	—	487	838.09	1.73
By direct negotiations, 1907,	10,457	\$9,997.91	\$0.96	4	\$3.08	\$0.77	10,461	\$9,994.83	\$0.96
By direct negotiations, 1908,	487	838.09	1.72	—	—	—	487	838.09	1.72
By arbitration, 1907,	—	—	—	—	—	—	—	—	—
By arbitration, 1908,	—	—	—	—	—	—	—	—	—
Totals, 1907,	10,457	\$9,997.91	\$0.96	4	\$3.08	\$0.77	10,461	\$9,994.83	\$0.96
Totals, 1908,	487	838.09	1.73	—	—	—	487	838.09	1.73

TABLE III G. — *Changes in RATES OF WAGES Granted at Request of Employees, by Direct Negotiations: By Methods of Arrangement.*

METHODS.	INCREASES				DECREASES				NET CHANGES			
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase		Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	
Without strike, 1907.	55,093	\$57,935.58	\$1.05		9	\$4.58	\$0.51		55,102	\$57,931.00	\$1.05	
Without strike, 1908.	3,326	5,687.95	1.71		—	—	—		3,326	5,687.95	1.71	
After strike, 1907.	2,734	2,568.06	.94		88	10.32	.12		2,822	2,557.74	.91	
After strike, 1908.	784	1,255.63	1.60		—	—	—		784	1,255.63	1.60	
Totals, 1907.	57,837	\$60,503.64	\$1.05		97	\$14.90	\$0.15		57,924	\$60,483.74	\$1.04	
Totals, 1908.	4,110	6,943.61	1.69		—	—	—		4,110	6,943.61	1.69	
With aid of labor organizations, 1907.	47,370	\$50,505.73	\$1.07		93	\$11.82	\$0.13		47,463	\$50,493.91	\$1.06	
With aid of labor organizations, 1908.	3,623	6,106.52	1.69		—	—	—		3,623	6,106.52	1.69	
Without aid of labor organizations, 1907.	10,457	9,997.91	.96		4	3.08	.77		10,461	9,994.83	.96	
Without aid of labor organizations, 1908.	487	838.09	1.72		—	—	—		487	838.09	1.72	
Totals, 1907.	57,837	\$60,503.64	\$1.05		97	\$14.90	\$0.15		57,924	\$60,483.74	\$1.04	
Totals, 1908.	4,110	6,943.61	1.69		—	—	—		4,110	6,943.61	1.69	

TABLE III H. — *Changes in RATES OF WAGES Granted at Request of Employees, by Arbitration: By Methods of Arrangement.*

METHODS.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Without strike, 1907,	6,324	\$8,318.91	\$1.31	23	\$11.50	\$0.50	6,357	\$8,307.41	\$1.31
Without strike, 1908,	66	84.70	1.28	—	—	—	66	84.70	1.28
After strike, 1907,	195	204.37	1.05	—	—	—	195	204.37	1.05
After strike, 1908,	129	34.65	.27	—	—	—	129	34.65	.27
Totals, 1907,	6,529	\$8,523.28	\$1.31	23	\$11.50	\$0.50	6,552	\$8,511.78	\$1.30
Totals, 1908,	195	119.35	0.61	—	—	—	195	119.35	0.61
With aid of labor organizations, 1907,	6,529	\$8,523.28	\$1.31	23	\$11.50	\$0.50	6,552	\$8,511.78	\$1.30
With aid of labor organizations, 1908,	195	119.35	.61	—	—	—	195	119.35	.61
Without aid of labor organizations, 1907,	—	—	—	—	—	—	—	—	—
Without aid of labor organizations, 1908,	—	—	—	—	—	—	—	—	—
Totals, 1907,	6,529	\$8,523.28	\$1.31	23	\$11.50	\$0.50	6,552	\$8,511.78	\$1.30
Totals, 1908,	195	119.35	0.61	—	—	—	195	119.35	0.61

Rubber and gutta percha goods, 1907.	40	207	-	-	207	-	-	207	-	-	207	-
Rubber and gutta percha goods, 1908.												
Metals, Machinery, and Shipbuilding.												
Iron and steel manufactures, 1907.	2,445	1,083	231	1,034	280	1,183	131	1,314				
Iron and steel manufactures, 1908.	18	430	-	430	-	430	-	430				
Miscellaneous metal manufactures, 1907.	346	47	16	63	-	63	-	63				
Miscellaneous metal manufactures, 1908.												
Shipbuilding, 1907.	-	36	78	114	-	114	-	114				
Shipbuilding, 1908.	-	9	-	9	-	9	-	9				
Printing and Allied Trades.												
Printing and publishing, 1907.	-	1,818	-	1,818	-	1,818	-	1,818				
Printing and publishing, 1908.	-	95	-	95	-	95	-	95				
Bookbinding and blankbook making, 1907.	-	-	5	5	-	5	-	5				
Bookbinding and blankbook making, 1908.	-	-	-	-	-	-	-	-				
Lithographing and engraving, 1907.	-	-	-	-	-	-	-	-				
Lithographing and engraving, 1908.	-	6	-	6	-	6	-	6				
Public Employment.												
Federal employees, 1907.	2,613	-	-	-	-	-	-	-				
Federal employees, 1908.	1,114	-	-	-	-	-	-	-				
State employees, 1907.	285	422	-	58	364	422	-	422				
State employees, 1908.	100	28	-	28	-	28	-	28				
Municipal employees, 1907.	3,169	446	35	45	436	481	-	481				
Municipal employees, 1908.	509	134	-	1	133	134	-	134				
Textiles.												
Bleaching, dyeing, and printing, 1907.	297	328	-	-	328	328	-	328				
Bleaching, dyeing, and printing, 1908.	303	-	-	-	-	-	-	-				
Cotton goods, 1907.	55,732	19,852	906	13,591	7,167	20,758	-	20,758				
Cotton goods, 1908.	63,551	-	-	-	-	-	-	-				
Flax, hemp, and jute goods, 1907.	597	-	-	-	-	-	-	-				
Flax, hemp, and jute goods, 1908.	2,200	-	-	-	-	-	-	-				

TABLE IV. — Number of Employees Affected by Changes in RATES OF WAGES in 1907 and 1908: By Methods of Arrangement — Concluded.

INDUSTRIES AND YEARS.	Voluntary	Under Sliding Scales	AT REQUEST OF EMPLOYEES					Totals
			Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	
Textiles — Con.								
Hosiery and knit goods, 1907,	4,000	—	82	—	82	—	82	82
Hosiery and knit goods, 1908,	4,154	—	—	—	—	—	—	—
Woolen and worsted goods, 1907,	10,428	—	395	58	285	168	453	453
Woolen and worsted goods, 1908,	3,886	—	—	—	—	—	—	—
Transportation.								
Railroads, 1907,	598	—	17,692	259	17,487	464	17,951	17,951
Railroads, 1908,	29	—	430	—	430	—	430	430
Teaming, 1907,	54	—	1,166	214	1,380	—	1,270	1,380
Teaming, 1908,	—	—	248	136	384	—	255	384
Navigation, 1907,	—	—	216	12	228	—	228	228
Navigation, 1908,	—	—	—	—	—	—	—	—
Freight handling, 1907,	8	—	—	—	—	—	—	—
Freight handling, 1908,	—	—	—	—	—	—	—	—
Telegraphs, 1907,	546	—	8	—	8	—	8	8
Telegraphs, 1908,	—	—	—	—	—	—	—	—
Wooden Manufactures.								
Planing mill products, 1907,	—	—	44	16	23	37	60	60
Planing mill products, 1908,	—	—	—	—	—	—	—	—
Cooperage, 1907,	—	—	97	—	97	—	97	97
Cooperage, 1908,	—	—	—	—	—	—	—	—
Wood turning and carving, 1907,	—	—	200	—	200	—	200	200
Wood turning and carving, 1908,	102	—	—	—	—	—	—	—
Miscellaneous.								
Barbering, 1907,	23	—	86	—	86	—	86	86
Barbering, 1908,	—	—	—	—	—	—	—	—

TABLE V. — *Changes in RATES OF WAGES: By Localities.*

LOCALITIES.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)
The State, 1907.	166,187	\$145,519.17	\$0.86	487	\$864.46	\$1.35	166,684	+ \$141,654.71	+ \$0.85
The State, 1908.	5,947	9,339.18	1.57	96,450	96,906.88	1.04	101,367	- 89,666.70	- 0.88
Adams, 1907,	3,459	3,104.24	.90	-	-	-	3,459	+ 3,104.24	+ .90
Adams, 1908,	12	18.00	1.50	3,292	2,896.19	.88	3,304	- 2,878.19	- .87
Amesbury, 1907,	682	388.74	.57	5	3.75	.75	687	+ 384.99	+ .56
Amesbury, 1908,	-	-	-	671	422.73	.63	671	- 422.73	- .63
Athol, 1907,	340	536.25	1.58	-	-	-	340	+ 536.25	+ 1.58
Attleborough, 1907,	494	881.80	1.79	-	-	-	494	+ 881.80	+ 1.79
Attleborough, 1908,	-	-	-	213	132.08	.62	213	- 132.08	- .62
Barre, 1907,	50	75.00	1.50	-	-	-	50	+ 75.00	+ 1.50
Barre, 1908,	-	-	-	101	60.60	.60	101	- 60.60	- .60
BEVERLY, 1907,	5	9.00	1.80	-	-	-	5	+ 9.00	+ 1.80
BEVERLY, 1908,	103	156.75	1.52	-	-	-	103	+ 156.75	+ 1.52
Billerica, 1907,	125	75.00	.60	-	-	-	125	+ 75.00	+ .60
Boston, 1907,	18,057	24,216.61	1.34	163	191.82	1.18	18,220	+ 24,024.79	+ 1.32
Boston, 1908,	1,999	3,068.99	1.54	501	788.13	1.57	2,500	+ 2,280.86	+ .91
Bridgewater, 1907,	34	51.00	1.50	-	-	-	34	+ 51.00	+ 1.50
Bridgewater, 1908,	50	150.00	3.00	-	-	-	50	+ 150.00	+ 3.00
BROCKTON, 1907,	2,170	3,485.70	1.61	-	-	-	2,170	+ 3,485.70	+ 1.61
BROCKTON, 1908,	300	214.25	.71	-	-	-	300	+ 214.25	+ .71
Brookline, 1908,	74	71.04	.96	-	-	-	74	+ 71.04	+ .96
CAMBRIDGE, 1907,	347	441.21	1.27	-	-	-	347	+ 441.21	+ 1.27
Canton, 1908,	15	27.00	1.80	-	-	-	15	+ 27.00	+ 1.80
Chelmsford, 1907,	12	18.00	1.50	-	-	-	12	+ 18.00	+ 1.50
CHELSEA, 1907,	338	350.70	1.04	-	-	-	338	+ 350.70	+ 1.04

CHICOPPE, 1907.	3,464	1,857.06	.54	40	20.80	.52	3,504	+1,836.26	+ .52
CHICOPPE, 1908.	-	-	-	3,418	2,123.60	.62	3,418	-2,123.60	- .62
Clinton, 1907.	1,958	1,211.36	.62	-	-	-	1,958	+1,211.36	+ .62
Clinton, 1908.	150	234.00	1.56	1,995	1,848.08	.93	2,145	-1,614.08	- .75
Danvers, 1907.	171	612.85	3.58	-	-	-	171	+612.85	+ 3.58
Dighton, 1908.	25	37.50	1.50	-	-	-	25	+37.50	+ 1.50
Easthampton, 1907.	15	22.50	1.50	-	-	-	15	+22.50	+ 1.50
East Longmeadow, 1908.	106	156.49	1.48	-	-	-	106	+156.49	+ 1.48
Easton, 1907.	340	204.00	.60	-	-	-	340	+204.00	+ .60
FALL RIVER, 1907.	29,116	26,615.77	.91	-	-	-	29,116	+26,615.77	+ .91
FALL RIVER, 1908.	106	213.34	2.01	26,824	42,361.48	1.58	26,930	-42,148.14	-1.57
FITCHBURG, 1907.	2,087	1,631.45	.78	-	-	-	2,087	+1,631.45	+ .78
FITCHBURG, 1908.	-	-	-	1,035	1,325.76	1.28	1,035	-1,325.76	-1.28
Foxborough, 1907.	1	1.00	1.00	-	-	-	1	+1.00	+ 1.00
Frammingham, 1907.	680	693.60	1.02	-	-	-	680	+693.60	+ 1.02
Frammingham, 1908.	10	26.99	2.70	-	-	-	10	+26.99	+ 2.70
Freetown, 1908.	8	12.00	1.50	-	-	-	8	+12.00	+ 1.50
Gardner, 1907.	50	75.00	1.50	-	-	-	50	+75.00	+ 1.50
Gardner, 1908.	13	31.20	2.40	-	-	-	13	+31.20	+ 2.40
Grafton, 1907.	651	477.32	.73	-	-	-	651	+477.32	+ .73
Grafton, 1908.	-	-	-	642	466.24	.73	642	-466.24	- .73
Great Barrington, 1907.	514	253.07	.49	-	-	-	514	+253.07	+ .49
Hardwick, 1907.	3	3.60	1.20	-	-	-	3	+3.60	+ 1.20
HAYVERHILL, 1907.	308	284.08	.92	23	11.50	.50	331	+272.58	+ .82
HAYVERHILL, 1908.	75	112.50	1.50	-	-	-	75	+112.50	+ 1.50
HOLYOKE, 1907.	4,542	3,550.95	.78	-	-	-	4,542	+3,550.95	+ .78
HOLYOKE, 1908.	5	7.50	1.50	2,456	1,516.53	.62	2,461	-1,509.03	- .61
Huntington, 1907.	27	118.26	4.38	-	-	-	27	+118.26	+ 4.38
Hyde Park, 1907.	194	135.80	.70	-	-	-	194	+135.80	+ .70
Hyde Park, 1908.	-	-	-	206	176.25	.86	206	-176.25	- .86

TABLE V. — *Changes in RATES OF WAGES: By Localities — Continued.*

LOCALITIES.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)
Lancaster, 1907,	6	\$5.58	\$0.93	-	-	-	6	+ \$5.58	+ \$0.93
LAWRENCE, 1907,	14,426	6,393.60	.44	-	-	-	14,426	+ \$6,393.60	+ .44
LAWRENCE, 1908,	97	155.20	1.60	10,256	\$7,410.22	\$0.72	10,353	- 7,255.02	- .70
Lenox, 1908,	15	21.60	1.44	-	-	-	15	+ 21.60	+ 1.44
Leominster, 1907,	95	114.00	1.20	-	-	-	95	+ 114.00	+ 1.20
LOWELL, 1907,	18,360	7,485.33	.41	2	2.32	1.16	18,362	+ 7,483.01	+ .41
LOWELL, 1908,	4	13.00	3.25	15,903	13,067.89	.82	15,907	- 13,054.89	- .82
Ludlow, 1908,	-	-	-	2,000	920.00	.46	2,000	- 920.00	- .46
LYNN, 1907,	255	467.50	1.83	-	-	-	255	+ 467.50	+ 1.83
LYNN, 1908,	872	2,130.58	2.44	-	-	-	872	+ 2,130.58	+ 2.44
MALDEN, 1907,	207	187.68	.91	-	-	-	207	+ 187.68	+ .91
MALBOROUGH, 1908,	49	88.20	1.80	-	-	-	49	+ 88.20	+ 1.80
Medfield, 1907,	27	91.25	3.38	-	-	-	27	+ 91.25	+ 3.38
Medfield, 1908,	6	6.00	1.00	-	-	-	6	+ 6.00	+ 1.00
MEDFORD, 1907,	30	90.00	3.00	-	-	-	30	+ 90.00	+ 3.00
MEDFORD, 1908,	28	31.20	1.20	-	-	-	28	+ 31.20	+ 1.20
MELROSE, 1907,	165	247.50	1.50	-	-	-	165	+ 247.50	+ 1.50
Methuen, 1907,	256	153.60	.60	-	-	-	256	+ 153.60	+ .60
Methuen, 1908,	31	46.50	1.50	1,076	571.19	.53	1,107	- 524.69	- .47
Milford, 1907,	281	238.36	.85	-	-	-	281	+ 238.36	+ .85
Millbury, 1907,	207	127.05	.61	-	-	-	207	+ 127.05	+ .61
Monson, 1907,	75	112.50	1.50	-	-	-	75	+ 112.50	+ 1.50
Monson, 1908,	65	78.00	1.20	-	-	-	65	+ 78.00	+ 1.20

	8	3.52	.44	126	81.50	.65	134	—77.98	— .58
Montague, 1908, .	.	.	.	.	.	.	134	—77.98	— .58
New Bedford, 1907, .	18,172	15,563.51	.86	—	—	—	18,172	+15,563.51	+ .86
New Bedford, 1908, .	53	63.60	1.20	17,115	17,250.23	1.01	17,168	—17,186.63	—1.00
Newburyport, 1907, .	197	78.05	.40	—	—	—	197	+78.05	+ .40
Newton, 1908, .	90	135.00	1.50	—	—	—	90	+135.00	+1.50
North Abington, 1908, .	8	12.00	1.50	—	—	—	8	+12.00	+1.50
North Adams, 1907, .	2,529	1,933.18	.76	—	—	—	2,529	+1,933.18	+ .76
North Adams, 1908, .	47	65.70	1.40	—	—	—	47	+65.70	+1.40
Norhampton, 1907, .	92	43.18	.47	—	—	—	92	+43.18	+ .47
Norhampton, 1908, .	2	7.00	3.50	160	78.64	.49	162	—71.64	— .44
Northbridge, 1907, .	3,227	2,487.70	.77	—	—	—	3,227	+2,487.70	+ .77
Northbridge, 1908, .	—	—	—	437	692.52	1.58	437	—692.52	—1.58
North Uxbridge, 1907, .	158	104.28	.66	—	—	—	153	+104.28	+ .66
Norwood, 1907, .	40	72.00	1.80	—	—	—	40	+72.00	+1.80
Oxford, 1907, .	16	28.00	1.75	—	—	—	16	+28.00	+1.75
Palmer, 1907, .	2,043	1,088.93	.53	—	—	—	2,043	+1,088.93	+ .53
Palmer, 1908, .	—	—	—	614	264.02	.43	614	—264.02	— .43
Peabody, 1907, .	13	39.00	3.00	198	322.52	1.63	211	—283.52	—1.34
Peabody, 1908, .	11	18.81	1.71	—	—	—	11	+18.81	+1.71
Pittsfield, 1907, .	524	1,241.02	2.37	—	—	—	524	+1,241.02	+2.37
Pittsfield, 1908, .	7	21.00	3.00	—	—	—	7	+21.00	+3.00
Quincy, 1907, .	84	228.00	2.71	—	—	—	84	+228.00	+2.71
Quincy, 1908, .	334	430.50	1.29	—	—	—	334	+430.50	+1.29
Randolph, 1908, .	20	30.00	1.50	—	—	—	20	+30.00	+1.50
Revere, 1908, .	74	111.00	1.50	—	—	—	74	+111.00	+1.50
Rockland, 1908, .	16	24.00	1.50	—	—	—	16	+24.00	+1.50
Salem, 1907, .	1,401	566.59	.40	—	—	—	1,401	+566.59	+ .40
Salem, 1908, .	—	—	—	1,412	1,089.05	.77	1,412	—1,089.05	— .77
Somerville, 1907, .	83	79.68	.96	—	—	—	83	+79.68	+ .96

TABLE V. — *Changes in RATES OF WAGES: By Localities — Concluded.*

LOCALITIES.	INCREASES			DECREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)
Southbridge, 1907,	181	\$171.90	\$0.95	—	—	—	181	+\$171.90	+\$0.95
South Hadley, 1907,	258	368.14	1.43	—	—	—	258	+368.14	+1.43
SPRINGFIELD, 1907,	845	1,450.99	1.72	17	\$28.20	\$1.66	862	+1,422.79	+1.65
SPRINGFIELD, 1908,	523	427.97	.82	2	3.60	1.80	525	+424.37	+.81
Stoughton, 1907,	56	94.08	1.68	—	—	—	56	+94.08	+1.68
Sturbridge, 1908,	—	—	—	275	99.00	.36	275	—99.00	— .36
Sutton, 1907,	615	430.50	.70	—	—	—	615	+430.50	+.70
Sutton, 1908,	—	—	—	588	711.71	1.21	588	—711.71	—1.21
TAUNTON, 1907,	2,840	3,479.13	1.23	—	—	—	2,840	+3,479.13	+1.23
TAUNTON, 1908,	112	89.08	.80	981	1,074.32	1.10	1,093	—985.24	— .90
Tewksbury, 1908,	22	70.04	3.18	—	—	—	22	+70.04	+3.18
Townsend, 1907,	70	46.20	.66	—	—	—	70	+46.20	+.66
Wakefield, 1907,	60	45.00	.75	—	—	—	60	+45.00	+.75
WALTHAM, 1907,	1,032	515.48	.50	—	—	—	1,032	+515.48	+.50
WALTHAM, 1908,	—	—	—	627	144.21	.23	627	—144.21	— .23
Ware, 1907,	2,009	1,106.51	.55	—	—	—	2,009	+1,106.51	+.55
Ware, 1908,	—	—	—	1,995	967.60	.48	1,995	—967.60	— .48
Wareham, 1908,	43	129.00	3.00	—	—	—	43	+129.00	+3.00
Warren, 1907,	806	537.78	.67	—	—	—	806	+537.78	+.67
Watertown, 1907,	380	473.45	1.25	—	—	—	380	+473.45	+1.25
Watertown, 1908,	40	66.09	1.65	—	—	—	40	+66.09	+1.65
Waverley, 1907,	33	10.53	.32	15	2.63	.18	48	+7.90	+.16
Webster, 1907,	2,281	1,722.22	.76	—	—	—	2,281	+1,722.22	+.76

Wellesley, 1908,	.	.	.	.	.	20	24.00	1.20	-	-	-	20	+24.00	+1.20
Westborough, 1907,	.	.	.	.	.	43	77.00	1.79	-	-	-	43	+77.00	+1.79
Westport, 1908,	.	.	.	.	.	48	144.00	3.00	-	-	-	48	+144.00	+3.00
West Springfield, 1907,	.	.	.	.	.	16	14.40	.90	-	-	-	16	+14.40	+ .90
Whitman, 1907,	.	.	.	.	.	33	49.50	1.50	-	-	-	33	+49.50	+1.50
Whitman, 1908,	.	.	.	.	.	69	114.30	1.66	-	-	-	69	+114.30	+1.66
Williamstown, 1907,	.	.	.	.	.	260	276.12	1.06	-	-	-	260	+276.12	+1.06
Winchendon, 1907,	.	.	.	.	.	15	22.50	1.50	-	-	-	15	+22.50	+1.50
Winchendon, 1908,	.	.	.	.	.	-	-	-	-	149.94	.42	357	-149.94	-.42
Woburn, 1907,	.	.	.	.	.	56	115.68	2.07	-	-	-	56	+115.68	+2.07
Woburn, 1908,	.	.	.	.	.	-	-	-	-	14.40	1.20	12	-14.40	-1.20
Worcester, 1907,	.	.	.	.	.	457	447.20	.98	-	-	-	459	+447.04	+ .97
Worcester, 1908,	.	.	.	.	.	-	-	-	-	167.10	1.64	102	-167.10	-1.64
In General, 1907,	.	.	.	.	.	20,618	20,116.87	.98	-	-	-	20,620	+20,116.11	+ .98
In General, 1908,	.	.	.	.	.	184	244.74	1.33	-	-	-	212	+203.65	+ .96

2. HOURS OF LABOR.

TABLE VI. — *Decreases in HOURS OF LABOR in 1908: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Building and Stone Working.			
<i>Building Trades.</i>	1,599	6,139.3	3.8
Bricklayers, masons, and plasterers,	75	150.0	2.0
Carpenters,	27	18.0	0.7
Hoisting and portable engineers,	8	48.0	6.0
Lathers,	23	15.3	0.7
Painters and paperhangers,	1,369	5,478.0	4.0
Plumbers and apprentices,	22	132.0	6.0
Steamfitters' helpers,	75	300.0	4.0
<i>Building and Street Labor.</i>	180	1,080.0	6.0
Derrick men,	10	60.0	6.0
Laborers,	170	1,020.0	6.0
<i>Stone Working.</i>	83	328.0	3.9
Clay workers,	6	30.0	5.0
Granite cutters,	28	58.0	2.0
Kiln men,	12	60.0	5.0
Laborers,	10	50.0	5.0
Machinists,	6	30.0	5.0
Packers,	9	45.0	5.0
Other employees,	12	51.0	4.3
Clothing.			
<i>Boots and Shoes.</i>	5	15.0	3.0
Boot and shoe workers,	5	15.0	3.0
<i>Garments.</i>	475	2,775.0	5.8
Overall and sheepskin workers,	400	2,400.0	6.0
Pressers,	75	375.0	5.0
Food, Liquors, and Tobacco.			
<i>Liquors.</i>	27	204.0	7.6
Assistant engineers,	14	112.0	8.0
Engineers,	13	92.0	7.1
Metals, Machinery, and Shipbuilding.			
<i>Iron and Steel Manufactures.</i>	557	536.3	1.0
Blacksmiths,	15	10.0	0.7
Horseshoers,	247	231.3	0.9
Housesmiths and bridgemen,	235	235.0	1.0
Ornamental iron workers,	60	60.0	1.0
<i>Miscellaneous Metal Manufactures.</i>	43	208.0	4.8
Brass workers,	18	108.0	6.0
Chandelier workers,	25	100.0	4.0
Printing and Allied Trades.			
<i>Printing and Publishing.</i>	257	1,506.0	5.9
Printers, engravers, etc.,	245	1,470.0	6.0
Printing employees,	12	36.0	3.0
<i>Bookbinding and Blankbook Making.</i>	25	150.0	6.0
Bookbinders,	25	150.0	6.0
Public Employment.			
<i>State Employees.</i>	312	3,208.0	10.3
Attendants,	86	860.0	10.0
Nurses,	100	1,000.0	10.0
Prison employees,	126	1,348.0	10.7

TABLE VI. — *Decreases in HOURS OF LABOR in 1908: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Public Employment—Con.			
<i>Municipal Employees.</i>	249	445.7	1.8
Engineers, firemen, and oilers,	9	54.0	6.0
Laborers,	240	391.7	1.6
Restaurants and Retail Trade.			
<i>Retail Trade.</i>	66	340.5	5.2
Retail clerks,	66	340.5	5.2
Transportation.			
<i>Steam Railroads.</i>	284	4,890.0	17.2
Railroad telegraphers,	284	4,890.0	17.2
Miscellaneous.			
<i>Barbering.</i>	108	98.0	0.9
Barbers,	108	98.0	0.9
<i>Paper and Paper Goods.</i>	158	1,830.0	11.6
Assistant firemen,	11	264.0	24.0
Cutters,	8	192.0	24.0
Helpers,	7	150.0	21.4
Preparers,	50	300.0	6.0
Yardmen,	48	288.0	6.0
Other employees,	34	636.0	18.7
Totals,	4,438	23,747.8	5.4

TABLE VII. — *Decreases in HOURS OF LABOR in 1907 and 1908: By Industries.*

INDUSTRIES AND YEARS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Building and Stone Working.			
Building trades, 1907,	1,121	6,084.0	5.4
Building trades, 1908,	1,599	6,139.3	3.8
Building and street labor, 1907,	143	858.0	6.0
Building and street labor, 1908,	180	1,080.0	6.0
Stone working, 1907,	—	—	—
Stone working, 1908,	83	322.0	3.9
Clothing.			
Boots and shoes, 1907,	9,513	31,902.0	3.4
Boots and shoes, 1908,	5	15.0	3.0
Garments, 1907,	158	948.0	6.0
Garments, 1908,	475	2,775.0	5.8
Hats, caps, and furs, 1907,	72	216.0	3.0
Hats, caps, and furs, 1908,	—	—	—
Shirts, collars, and laundry, 1907,	11	44.0	4.0
Shirts, collars, and laundry, 1908,	—	—	—
Food, Liquors, and Tobacco.			
Food preparations, 1907,	3,150	18,900.0	6.0
Food preparations, 1908,	—	—	—

TABLE VII. — *Decreases in HOURS OF LABOR in 1907 and 1908: By Industries — Concluded.*

INDUSTRIES AND YEARS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Food, Liquors, and Tobacco — Con.			
Liquors, 1907,	145	870.0	6.0
Liquors, 1908,	27	204.0	7.6
Metals, Machinery, and Shipbuilding.			
Iron and steel manufactures, 1907,	2,121	6,738.0	3.2
Iron and steel manufactures, 1908,	557	536.3	1.0
Miscellaneous metal manufactures, 1907,	2,236	8,531.0	3.8
Miscellaneous metal manufactures, 1908,	43	208.0	4.8
Shipbuilding, 1907,	75	450.0	6.0
Shipbuilding, 1908,	—	—	—
Printing and Allied Trades.			
Printing and publishing, 1907,	—	—	—
Printing and publishing, 1908,	257	1,506.0	5.9
Bookbinding and blankbook making, 1907,	412	2,472.0	6.0
Bookbinding and blankbook making, 1908,	25	150.0	6.0
Public Employment.			
State employees, 1907,	958	5,890.0	6.1
State employees, 1908,	312	3,208.0	10.3
Municipal employees, 1907,	191	1,656.0	8.7
Municipal employees, 1908,	249	445.7	1.8
Restaurants and Retail Trade.			
Retail trade, 1907,	—	—	—
Retail trade, 1908,	66	340.5	5.2
Textiles.			
Cotton goods, 1907,	73	146.0	2.0
Cotton goods, 1908,	—	—	—
Woolen and worsted goods, 1907,	69	138.0	2.0
Woolen and worsted goods, 1908,	—	—	—
Transportation.			
Railroads, 1907,	—	—	—
Railroads, 1908,	284	4,890.0	17.2
Teaming, 1907,	1,155	5,775.0	5.0
Teaming, 1908,	—	—	—
Wooden Manufactures.			
Wood turning and carving, 1907,	62	264.0	4.3
Wood turning and carving, 1908,	—	—	—
Miscellaneous.			
Barbering, 1907,	2,028	21,085.0	10.4
Barbering, 1908,	108	98.0	0.9
Paper and paper goods, 1907,	93	1,496.0	16.1
Paper and paper goods, 1908,	158	1,830.0	11.6
Stationary enginemen, 1907,	276	7,676.0	27.8
Stationary enginemen, 1908,	—	—	—
Water, light, and power, 1907,	45	350.0	7.8
Water, light, and power, 1908,	—	—	—
All Industries, 1907,	24,107	122,489.0	5.1
All Industries, 1908,	4,423	23,747.8	5.4

TABLE VIII. — *Increases and Net Changes in HOURS OF LABOR in 1908: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	INCREASES			NET CHANGES ¹		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease (—) or Increase (+)	Average Weekly Decrease (—) or Increase (+)
Building and Stone Working.						
<i>Building Trades.</i>	43	258.0	6.0	1,642	—5,881.3	—3.6
Lathers,	15	90.0	6.0	38	+74.7	+2.0
Roofers and helpers,	28	168.0	6.0	28	+168.0	+6.0
<i>Stone Working.</i>	46	276.0	6.0	129	—46.0	—0.4
Quarrymen,	46	276.0	6.0	46	+276.0	+6.0
All Industries,	89	534.0	6.0	4,517	—23,213.8	—5.1

¹ Net changes are computed from the decreases in Table VI and the increases in this table (Table VIII).

TABLE IX. — *Increases and Net Changes in HOURS OF LABOR in 1907 and 1908: By Industries and Years.*

INDUSTRIES AND YEARS.	INCREASES			NET CHANGES ¹		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease (—) or Increase (+)	Average Weekly Decrease (—) or Increase (+)
Building and Stone Working.						
Building trades, 1907,	—	—	—	1,121	—6,084.0	—5.4
Building trades, 1908,	43	258.0	6.0	1,642	—5,881.3	—3.6
Stone working, 1907,	—	—	—	—	—	—
Stone working, 1908,	46	276.0	6.0	129	—46.0	—0.4
Metals, Machinery, and Ship-building.						
Iron and steel manufactures, 1907,	250	2,000.0	8.0	2,371	—4,738.0	—2.0
Iron and steel manufactures, 1908,	—	—	—	557	—536.3	—1.0
Public Employment.						
State employees, 1907,	16	141.0	8.8	974	—5,749.0	—5.9
State employees, 1908,	—	—	—	312	—3,208.0	—10.3
Municipal employees, 1907,	32	384.0	12.0	223	—1,272.0	—5.7
Municipal employees, 1908,	—	—	—	249	—445.7	—1.8
All Industries, 1907,	298	2,525.0	8.5	24,405	—119,964.0	—4.9
All Industries, 1908,	89	534.0	6.0	4,517	—23,213.8	—5.1

¹ Net changes are computed from the decreases in Table VII and the increases in this table (Table IX).

TABLE X A. — *Methods by which Changes in HOURS OF LABOR were Arranged.*

METHODS	DECREASES			INCREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Voluntary, 1907,	5,397	21,623.0	4.0	298	2,525.0	8.5	5,695	19,098.0	3.4
Voluntary, 1908,	854	7,154.0	8.4	89	534.0	6.0	943	6,620.0	7.0
At request of employees, 1907,	18,710	100,866.0	5.4	—	—	—	18,710	100,866.0	5.4
At request of employees, 1908,	3,574	16,593.8	4.6	—	—	—	3,574	16,593.8	4.6
All Methods, 1907,	24,107	132,459.0	5.1	298	2,525.0	8.5	24,405	119,934.0	4.9
All Methods, 1908,	4,425	23,747.3	5.4	89	534.0	6.0	4,517	23,213.3	5.1

TABLE X B.—*Decreases in HOURS OF LABOR Granted at Request of Employees: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Without strike, 1907,	18,484	99,602.0	5.4
Without strike, 1908,	3,154	14,523.8	4.6
After strike, 1907,	226	1,264.0	5.6
After strike, 1908,	420	2,070.0	4.9
Totals, 1907,	18,710	100,866.0	5.4
Totals, 1908,	3,574	16,593.8	4.6
With aid of labor organisations, 1907,	6,284	49,670.0	7.9
With aid of labor organisations, 1908,	3,210	14,647.8	4.6
Without aid of labor organisations, 1907,	12,426	51,196.0	4.1
Without aid of labor organisations, 1908,	364	1,946.0	5.3
Totals, 1907,	18,710	100,866.0	5.4
Totals, 1908,	3,574	16,593.8	4.6
By direct negotiations, 1907,	18,636	100,034.0	5.4
By direct negotiations, 1908,	3,555	16,577.3	4.7
By arbitration, 1907,	74	832.0	11.2
By arbitration, 1908,	19	16.5	0.9
Totals, 1907,	18,710	100,866.0	5.4
Totals, 1908,	3,574	16,593.8	4.6

TABLE X C.—*Decreases in HOURS OF LABOR Granted at Request of Employees Without Strike: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
With aid of labor organisations, 1907,	6,058	48,406.0	8.0
With aid of labor organisations, 1908,	2,978	13,705.8	4.6
Without aid of labor organisations, 1907,	12,426	51,196.0	4.1
Without aid of labor organisations, 1908,	176	818.0	4.6
Totals, 1907,	18,484	99,602.0	5.4
Totals, 1908,	3,154	14,523.8	4.6
By direct negotiations, 1907,	18,410	98,770.0	5.4
By direct negotiations, 1908,	3,135	14,507.3	4.6
By arbitration, 1907,	74	832.0	11.2
By arbitration, 1908,	19	16.5	0.9
Totals, 1907,	18,484	99,602.0	5.4
Totals, 1908,	3,154	14,523.8	4.6

TABLE X D. — *Decreases in HOURS OF LABOR Granted at Request of Employees After Strike: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
With aid of labor organizations, 1907,	226	1,264.0	5.6
With aid of labor organizations, 1908,	232	942.0	4.1
Without aid of labor organizations, 1907,	—	—	—
Without aid of labor organizations, 1908,	188	1,128.0	6.0
Totals, 1907,	226	1,264.0	5.6
Totals, 1908,	420	2,070.0	4.9
By direct negotiations, 1907,	226	1,264.0	5.6
By direct negotiations, 1908,	420	2,070.0	4.9
By arbitration, 1907,	—	—	—
By arbitration, 1908,	—	—	—
Totals, 1907,	226	1,264.0	5.6
Totals, 1908,	420	2,070.0	4.9

TABLE X E. — *Decreases in HOURS OF LABOR Granted at Request of Employees with Aid of Labor Organizations: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Without strike, 1907,	6,058	48,406.0	8.0
Without strike, 1908,	2,978	13,705.8	4.6
After strike, 1907,	226	1,264.0	5.6
After strike, 1908,	232	942.0	4.1
Totals, 1907,	6,284	49,670.0	7.9
Totals, 1908,	3,210	14,647.8	4.6
By direct negotiations, 1907,	6,261	49,578.0	7.9
By direct negotiations, 1908,	3,191	14,631.3	4.6
By arbitration, 1907,	23	92.0	4.0
By arbitration, 1908,	19	16.5	0.9
Totals, 1907,	6,284	49,670.0	7.9
Totals, 1908,	3,210	14,647.8	4.6

TABLE X F. — *Decreases in HOURS OF LABOR Granted at Request of Employees Without Aid of Labor Organizations: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Without strike, 1907,	12,426	51,196.0	4.1
Without strike, 1908,	176	818.0	4.6
After strike, 1907,	—	—	—
After strike, 1908,	188	1,128.0	6.0
Totals, 1907,	12,426	51,196.0	4.1
Totals, 1908,	364	1,946.0	5.3
By direct negotiations, 1907,	12,375	50,456.0	4.1
By direct negotiations, 1908,	364	1,946.0	5.3
By arbitration, 1907,	51	740.0	14.5
By arbitration, 1908,	—	—	—
Totals, 1907,	12,426	51,196.0	4.1
Totals, 1908,	364	1,946.0	5.3

TABLE X G. — *Decreases in HOURS OF LABOR Granted at Request of Employees by Direct Negotiations: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Without strike, 1907,	18,410	98,770.0	5.4
Without strike, 1908,	3,135	14,507.3	4.6
After strike, 1907,	226	1,264.0	5.6
After strike, 1908,	420	2,070.0	4.9
Totals, 1907,	18,636	100,034.0	5.4
Totals, 1908,	3,555	16,577.3	4.7
With aid of labor organizations, 1907,	6,261	49,578.0	7.9
With aid of labor organizations, 1908,	3,191	14,631.3	4.6
Without aid of labor organizations, 1907,	12,375	50,456.0	4.1
Without aid of labor organizations, 1908,	364	1,946.0	5.3
Totals, 1907,	18,636	100,034.0	5.4
Totals, 1908,	3,555	16,577.3	4.7

TABLE X H. — *Decreases in HOURS OF LABOR Granted at Request of Employees by Arbitration: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Without strike, 1907,	74	832.0	11.2
Without strike, 1908,	19	16.5	0.9
After strike, 1907,	—	—	—
After strike, 1908,	—	—	—
Totals, 1907,	74	832.0	11.2
Totals, 1908,	19	16.5	0.9
With aid of labor organizations, 1907,	23	92.0	4.0
With aid of labor organizations, 1908,	19	16.5	0.9
Without aid of labor organizations, 1907,	51	740.0	14.5
Without aid of labor organizations, 1908,	—	—	—
Totals, 1907,	74	832.0	11.2
Totals, 1908,	19	16.5	0.9

TABLE XI. — *Number of Employees Affected by Changes in HOURS OF LABOR in 1907 and 1908: By Methods of Arrangement.*

INDUSTRIES AND YEARS.	Voluntary	AT REQUEST OF EMPLOYERS						Totals
		Without Strike	After Strike	With Aid of Labor Organisations	Without Aid of Labor Organisations	By Direct Negotiation	By Arbitra- tion	
Building and Stone Working.								
Building trades, 1907,	64	978	79	1,032	25	1,057	—	1,057
Building trades, 1908,	43	1,396	203	1,495	104	1,599	—	1,599
Building and street labor, 1907,	—	42	101	143	—	143	—	143
Building and street labor, 1908,	—	—	180	—	180	180	—	180
Stone working, 1907,	—	—	—	—	—	—	—	—
Stone working, 1908,	98	31	—	31	—	31	—	31
Clothing.								
Boots and shoes, 1907,	—	9,513	—	623	8,890	9,490	23	9,513
Boots and shoes, 1908,	—	5	—	—	5	5	—	5
Garments, 1907,	—	158	—	158	—	158	—	158
Garments, 1908,	—	475	—	400	75	475	—	475
Hats and caps, 1907,	—	72	—	72	—	72	—	72
Hats and caps, 1908,	—	—	—	—	—	—	—	—
Shirts, collars, and laundry, 1907,	—	11	—	11	—	11	—	11
Shirts, collars, and laundry, 1908,	—	—	—	—	—	—	—	—
Food, Liquors, and Tobacco.								
Food products, 1907,	—	3,150	—	150	3,000	3,150	—	3,150
Food products, 1908,	—	—	—	—	—	—	—	—
Liquors, 1907,	—	145	—	145	—	145	—	145
Liquors, 1908,	—	27	—	27	—	27	—	27
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures, 1907,	2,346	25	—	25	—	25	—	25
Iron and steel manufactures, 1908,	15	530	12	542	—	542	—	542

TABLE XI. — Number of Employees Affected by Changes in HOURS OF LABOR in 1907 and 1908: By Methods of Arrangement — Concluded.

INDUSTRIES AND YEARS.	Voluntary	As Request of EMPLOYEES					Totals
		Without Strike	After Strike	With Aid of Labor Organisations	Without Aid of Labor Organisations	By Direct Negotiation		By Arbitration
Metals, Machinery, and Shipbuilding—Con.							
Miscellaneous metal manufactures, 1907,	2,196	40	—	—	40	40	40
Miscellaneous metal manufactures, 1908,	—	43	—	43	—	43	43
Shipbuilding, 1907,	—	75	—	—	75	75	75
Shipbuilding, 1908,	—	—	—	—	—	—	—
Printing and Allied Trades.							
Printing and publishing, 1907,	—	—	—	—	—	—	—
Printing and publishing, 1908,	257	—	—	—	—	—	—
Bookbinding and blankbook making, 1907,	—	412	—	312	100	412	412
Bookbinding and blankbook making, 1908,	—	—	25	25	—	25	25
Public Employment.							
State employees, 1907,	904	70	—	70	—	70	70
State employees, 1908,	312	—	—	—	—	—	—
Municipal employees, 1907,	35	188	—	51	137	188	188
Municipal employees, 1908,	55	194	—	194	—	194	194
Restaurants and Retail Trade.							
Retail trade, 1907,	—	66	—	66	—	66	66
Retail trade, 1908,	—	—	—	—	—	—	—
Textiles.							
Cotton goods, 1907,	73	—	—	—	—	—	—
Cotton goods, 1908,	—	—	—	—	—	—	—
Woolen and worsted goods, 1907,	—	69	—	—	69	69	69
Woolen and worsted goods, 1908,	—	—	—	—	—	—	—

Transportation.									
Railroads, 1907,	-	284	-	284	-	-	-	284	-
Railroads, 1908,	-	-	-	-	-	-	-	-	-
Teaming, 1907,	-	1,155	-	1,155	-	-	-	1,155	-
Teaming, 1908,	-	-	-	-	-	-	-	-	-
Wooden Manufactures.									
Wood turning and carving, 1907,	-	16	-	16	-	-	-	62	-
Wood turning and carving, 1908,	-	-	-	-	-	-	-	-	-
Miscellaneous.									
Barbering, 1907,	-	2,028	-	2,028	-	-	-	2,028	-
Barbering, 1908,	5	103	-	103	-	-	-	103	-
Paper and paper goods, 1907,	42	51	-	-	-	51	-	-	51
Paper and paper goods, 1908,	158	-	-	-	-	-	-	-	-
Stationary engineers, 1907,	-	276	-	263	-	13	-	276	-
Stationary engineers, 1908,	-	-	-	-	-	-	-	-	-
Water, light, and power, 1907,	35	10	-	-	-	10	-	10	-
Water, light, and power, 1908,	-	-	-	-	-	-	-	-	-
All Industries, 1907,	5,695	18,484	236	6,284	12,436	18,436	18,436	18,710	74
All Industries, 1908,	943	3,154	430	3,210	364	3,555	3,555	3,574	19

TABLE XII. — *Changes in HOURS OF LABOR: By Localities.*

LOCALITIES.	DECREASES			INCREASES			NET CHANGES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase (+) Decrease (-)	Average Weekly Decrease (-) or Increase (+)
The State, 1907.	24,107	132,489.0	5.1	298	2,536.0	8.5	24,405	-119,954.0	-4.9
The State, 1908.	4,428	23,747.8	5.4	89	534.0	6.0	4,517	-23,213.8	-5.1
Adams, 1908.	14	14.0	1.0	-	-	-	14	-14.0	-1.0
Agawam, 1907.	20	40.0	2.0	-	-	-	20	-40.0	-2.0
Albany, 1907.	75	450.0	6.0	-	-	-	75	-450.0	-6.0
Beverly, 1908.	9	6.0	0.7	-	-	-	9	-6.0	-0.7
Boston, 1907.	4,957	43,063.0	8.7	-	-	-	4,957	-43,063.0	-8.7
Boston, 1908.	2,310	9,048.0	3.9	-	-	-	2,310	-9,048.0	-3.9
Bridgewater, 1907.	40	80.0	2.0	-	-	-	40	-80.0	-2.0
Brockton, 1908.	23	15.3	0.7	-	-	-	23	-15.3	-0.7
Brookfield, 1908.	5	15.0	3.0	-	-	-	5	-15.0	-3.0
Brookline, 1908.	259	357.7	1.4	-	-	-	259	-357.7	-1.4
Cambridge, 1907.	109	654.0	6.0	-	-	-	109	-654.0	-6.0
Cambridge, 1908.	61	314.0	5.1	-	-	-	61	-314.0	-5.1
Cheshire, 1908.	-	-	-	46	276.0	6.0	46	+276.0	+6.0
Chicopee, 1907.	24	144.0	6.0	-	-	-	24	-144.0	-6.0
Chicopee, 1908.	51	170.5	3.3	-	-	-	51	-170.5	-3.3
Clinton, 1907.	48	288.0	6.0	-	-	-	48	-288.0	-6.0
Concord, 1908.	54	630.0	11.7	-	-	-	54	-630.0	-11.7
Danvers, 1907.	12	96.0	8.0	-	-	-	12	-96.0	-8.0
Danvers, 1908.	27	18.0	0.7	-	-	-	27	-18.0	-0.7
Dighton, 1908.	25	150.0	6.0	-	-	-	25	-150.0	-6.0
Fall River, 1907.	98	296.0	3.0	-	-	-	98	-296.0	-3.0
Fall River, 1908.	30	180.0	6.0	-	-	-	30	-180.0	-6.0
Fitchburg, 1907.	10	140.0	14.0	-	-	-	10	-140.0	-14.0
Foxborough, 1907.	8	64.0	8.0	-	-	-	8	-64.0	-8.0
Framingham, 1907.	680	2,720.0	4.0	-	-	-	680	-2,720.0	-4.0
Gardner, 1907.	126	756.0	6.0	-	-	-	126	-756.0	-6.0
Gloucester, 1907.	3,000	18,000.0	6.0	-	-	-	3,000	-18,000.0	-6.0
Gloucester, 1908.	123	738.0	6.0	-	-	-	123	-738.0	-6.0
Greenfield, 1907.	25	450.0	18.0	-	-	-	25	-450.0	-18.0
Greenfield, 1908.	19	19.0	1.0	-	-	-	19	-19.0	-1.0
Hardwick, 1907.	42	756.0	18.0	-	-	-	42	-756.0	-18.0
Haverhill, 1907.	73	342.0	4.7	-	-	-	73	-342.0	-4.7
Holyoke, 1907.	67	836.0	12.5	-	-	-	67	-836.0	-12.5
Lawrence, 1907.	230	1,380.0	6.0	-	-	-	230	-1,380.0	-6.0
Lawrence, 1908.	-	-	-	28	168.0	-	28	+168.0	+6.0
Lowell, 1907.	16	80.0	5.0	250	2,000.0	8.0	266	+1,920.0	+7.2

LOWELL, 1908.	38	25	3	0.7	15	90.0	6.0	38	-25	3	0.7
LYNN, 1907.	600	2,400.0	4.0	3.2	-	-	-	600	-2,400.0	4.0	3.2
MALBOROUGH, 1907.	8,160	26,440.0	3.2	3.2	-	-	-	8,160	-26,440.0	3.2	3.2
Medfield, 1907.	27	162.0	6.0	2.0	-	-	-	27	-162.0	6.0	2.0
Middleborough, 1907.	49	98.0	2.0	6.0	-	-	-	49	-98.0	2.0	6.0
Milford, 1907.	45	270.0	6.0	6.0	-	-	-	45	-270.0	6.0	6.0
Milford, 1908.	22	132.0	6.0	6.0	-	-	-	22	-132.0	6.0	6.0
NEW BEDFORD, 1908.	-	-	-	-	15	90.0	6.0	15	-90.0	6.0	6.0
NORTH ADAMS, 1908.	40	40.0	1.0	1.0	-	-	-	40	-40.0	1.0	1.0
NORTHAMPTON, 1908.	158	1,830.0	11.6	3.0	-	-	-	158	-1,830.0	11.6	3.0
Northbridge, 1907.	2,048	6,144.0	3.0	6.0	-	-	-	2,048	-6,144.0	3.0	6.0
Norwood, 1908.	65	390.0	6.0	2.0	-	-	-	65	-390.0	6.0	2.0
Peabody, 1907.	13	312.0	24.0	2.0	-	-	-	13	-312.0	24.0	2.0
PITTSFIELD, 1908.	75	150.0	6.0	6.0	-	-	-	75	-150.0	6.0	6.0
QUINCT, 1907.	40	240.0	6.0	6.0	-	-	-	40	-240.0	6.0	6.0
Reading, 1908.	30	180.0	6.0	6.0	-	-	-	30	-180.0	6.0	6.0
Rockland, 1908.	25	12.5	0.5	0.5	-	-	-	25	-12.5	0.5	0.5
Rutland, 1908.	14	238.0	17.0	3.8	-	-	-	14	-238.0	17.0	3.8
Southbridge, 1907.	2,164	8,115.0	3.8	6.0	-	-	-	2,164	-8,115.0	3.8	6.0
SPRINGFIELD, 1907.	105	630.0	6.0	6.4	-	-	-	105	-630.0	6.0	6.4
SPRINGFIELD, 1908.	605	3,862.5	6.4	6.4	-	-	-	605	-3,862.5	6.4	6.4
T. AUNTON, 1908.	100	1,000.0	10.0	6.0	-	-	-	100	-1,000.0	10.0	6.0
Tewksbury, 1907.	18	108.0	6.0	6.0	-	-	-	18	-108.0	6.0	6.0
WALTHAM, 1907.	14	161.0	11.5	11.5	-	-	-	14	-161.0	11.5	11.5
Waverley, 1907.	15	90.0	6.0	6.0	16	141.0	8.8	31	-90.0	6.0	6.0
Webster, 1907.	35	210.0	6.0	6.0	-	-	-	35	-210.0	6.0	6.0
Westborough, 1907.	35	300.0	8.6	8.6	-	-	-	35	-300.0	8.6	8.6
Weston, 1907.	28	104.0	4.0	4.0	-	-	-	28	-104.0	4.0	4.0
Williamstown, 1908.	5	10.0	2.0	2.0	-	-	-	5	-10.0	2.0	2.0
WORCESTER, 1907.	58	552.0	9.5	9.5	32	384.0	12.0	90	-552.0	9.5	9.5
WORCESTER, 1908.	86	860.0	10.0	10.0	-	-	-	86	-860.0	10.0	10.0
In general, 1907.	995	5,518.0	5.5	5.5	-	-	-	995	-5,518.0	5.5	5.5
In general, 1908.	155	3,342.0	21.6	21.6	-	-	-	155	-3,342.0	21.6	21.6

3. CHANGES IN RATES OF WAGES AND HOURS OF LABOR: BY MONTHS.

TABLE XIII. — *Number of Employees Affected by Changes in RATES OF WAGES and HOURS OF LABOR during Each Month¹ of the Year 1908: By Industries.*

Industries.	January	February	March	April	May	June	July	August	September	October	November	December
Building and Stone Working.												
Building trades,	320	—	27	576	465	1,197	27	23	—	—	—	—
Building and street labor,	—	—	125	469	97	—	65	215	—	—	—	—
Stone working,	—	—	—	—	—	—	—	—	—	—	—	—
Clothing.												
Boots and shoes,	583	20	36	—	55	10	—	—	—	—	—	90
Garments,	—	75	—	430	53	—	—	—	—	—	—	—
Food, Liquors, and Tobacco.												
Food products,	—	48	—	—	—	—	—	—	—	—	—	—
Liquors,	—	—	141	25	—	80	—	—	—	—	—	—
Tobacco,	200	—	—	—	—	—	—	—	—	—	—	—
Metals, Machinery, and Shipbuilding.												
Iron and steel manufactures,	142	—	—	38	504	295	26	—	—	—	—	—
Miscellaneous metal manufactures,	—	—	—	18	25	—	—	—	—	—	—	—
Shipbuilding,	—	9	—	—	—	—	—	—	—	—	—	—
Printing and Allied Trades.												
Printing and publishing,	57	22	4	—	—	—	—	5	12	—	—	257
Bookbinding and blankbook making,	—	—	6	20	—	—	—	—	—	—	—	—
Lithographing and engraving,	—	—	—	—	—	—	—	—	—	—	—	—
Public Employment.												
Federal employees,	928	—	—	—	—	—	—	—	—	94	5	—
State employees,	—	28	200	—	—	—	—	—	—	—	—	212
Municipal employees,	427	11	123	1	15	259	31	1	—	—	—	24
Restaurants and Retail Trade.												
Retail trade,	—	—	—	—	30	—	—	—	—	—	36	—

V.
PRINCIPAL CHANGES IN 1908.
1. RATES OF WAGES.

TABLE XIV. — *Detailed Statement of the Principal Changes in RATES OF WAGES during the Year ending December 31, 1908.*

NOTE. — In cities and towns where there were less than three establishments affected by changes in rates of wages the name of the locality has been omitted in order that the statistics of individual establishments may not be revealed.

INDUSTRIES AND LOCALITIES.	Occupations	Dates of Changes	NUMBERS OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in <i>Italia</i>)
			Males	Females	
Building and Stone Working.					
<i>Building Trades</i>					
Boston,	Roofers,	Jan.	110	-	Increase of 25 cents a day, at request of employees, with aid of labor organization, after strike.
Boston,	Roofers' helpers,	Jan.	60	-	Increase of 25 cents a day, at request of employees, with aid of labor organization, after strike.
Boston,	Stairbuilders,	May	85	-	Increase from 41 to 43½ cents an hour, at request of employees, with aid of labor organization, without strike.
Boston and vicinity,	Elevator constructors, mechanics,	Jan.	90	-	Increase from 45 to 48½ cents an hour, at request of employees, with aid of labor organization, without strike.
Boston and vicinity,	Elevator constructors' helpers,	Jan.	60	-	Increase from 31½ to 33½ cents an hour, at request of employees, with aid of labor organization, without strike.
Bridgewater,	Carpenters,	May	50	-	Increase from \$3.00 to \$3.50 a day, at request of employees, with aid of labor organization, without strike.
Brookline,	Painters,	Jun.	74	-	Increase from \$3.00 to \$3.16 a day, at request of employees, without aid of labor organization, without strike.
Clinton,	Carpenters,	Apr.	50	-	Increase from \$3.00 to \$3.28 a day, at request of employees, with aid of labor organization, after strike.
Fall River,	Roofers,	Apr.	37	-	Increase from \$2.50 to \$3.00 a day, at request of employees, without aid of labor organization, after strike.
Lawrence,	Plasterers,	Apr.	38	-	Increase from \$4.00 to \$4.40 a day, at request of employees, with aid of labor organization, without strike.
Marlborough,	Painters,	Apr.	49	-	Increase from \$2.50 to \$2.80 a day, at request of employees, without aid of labor organization, without strike.
Medford,	Painters,	May	26	-	Increase from \$2.80 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.

New Bedford,	Carpenters,	May	53	Increase from \$2.80 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.
Whitman,	Carpenters,	Apr.	60	Increase from \$3.00 to \$3.25 a day at request of employees, with aid of labor organization, without strike.
<i>Building and Street Labor.</i>				
	Laborers,	Aug.	100	Increase from 15 to 17½ cents an hour, at request of employees, without aid of labor organization, after strike.
<i>Stone Working.</i>				
East Longmeadow,	Quarrymen,	Apr.	50	Increase from 22½ to 25 cents an hour, at request of employees, with aid of labor organization, without strike.
East Longmeadow,	Sawyers,	Apr.	32	Increase from 32 to 36 cents an hour, at request of employees, with aid of labor organization, without strike.
Fall River,	Paving cutters,	May	35	Increase from \$3.25 to \$3.40 a day, at request of employees, with aid of labor organization, without strike.
	Granite cutters,	Apr.	65	Increase from 37½ to 40 cents an hour, at request of employees, with aid of labor organization, without strike.
Quincy,	Polishers,	Mar.	25	Increase from \$2.50 to \$3.00 a day, at request of employees, with aid of labor organization, after strike.
Quincy,	Polishers,	Mar.	100	Increase from \$2.75 to \$3.00 a day, at request of employees, with aid of labor organization, after strike.
Quincy,	Quarry workers,	Apr.	200	Increase from 26 to 28 cents an hour, at request of employees, with aid of labor organization, after strike.
Springfield,	Granite cutters,	May	28	Increase from 37½ to 40½ cents an hour, at request of employees, with aid of labor organization, without strike.
<i>Clothing.</i>				
<i>Boots and Shoes.</i>				
	Cutters,	Jan.	25	<i>Decrease of seven per cent.</i>
	Cutters,	Jul.	25	Increase from \$8.00-\$9.00 to \$9.00-\$10.00 a week, at request of employees, without aid of labor organization, after strike.
Lynn,	Cutters,	Jan.	400	Increase from 30 to 35 cents an hour, at request of employees, with aid of labor organization, without strike.
Lynn,	Liners,	Jan.	50	Increase from 25 to 30 cents an hour, at request of employees, with aid of labor organization, without strike.
Lynn,	Trimmers,	Jan.	100	Increase from 23 to 25 cents an hour, at request of employees, with aid of labor organization, without strike.
<i>Garments.</i>				
Boston,	Pressers,	Apr.	30	Increase from \$15.00-\$19.00 to \$16.00-\$21.00, at request of employees, with aid of labor organization, without strike.
Boston,	Bushelmen,	May	25	Increase from \$12.00 to \$12.00-\$15.00 a week, at request of employees, with aid of labor organization, without strike.
Boston,	Finishers,	May	28	Increase from \$10.00-\$12.00 to \$12.00-\$14.00 a week, at request of employees, with aid of labor organization, without strike.

! See Table XV, pages 318 and 319, for changes in hours.

TABLE XIV. — Detailed Statement of the Principal Changes in RATES OF WAGES during the Year ending December 31, 1908
— Continued.

INDUSTRIES AND LOCALITIES.	Occupations	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in Italics)
			Males	Females	
Food, Liquors, and Tobacco.					
<i>Food Products.</i>					
—	Ice cutters,	Feb.	48	—	Increase from \$1.50 to \$2.00 a day at request of employees, without aid of labor organization, after strike.
<i>Liquors.</i>					
Boston,	Assistant engineers,	Mar.	28	—	Increase from \$21.00 to \$24.50 a week, at request of employees, with aid of labor organization, without strike.
Boston,	Firemen,	Mar.	48	—	Increase from \$17.00 to \$20.00 a week, at request of employees, with aid of labor organization, without strike.
Boston;	Tobacco strippers,	Jan.	—	200	<i>Decrease from \$10.00 to \$9.00 a week.</i>
Springfield,	Tobacco strippers,	Jun.	—	80	Increase from \$6.00 to \$7.00 a week, at request of employees, with aid of labor organization; 15 after strike, others without strike.
Metals, Machinery, and Shipbuilding.					
<i>Iron and Steel Manufacture.</i>					
Boston,	Blacksmiths' helpers,	Jan.	75	—	Increase from \$1.80 to \$2.00 a day, at request of employees, with aid of labor organization, without strike.
Boston,	Coremakers,	Jan.	60	—	Increase from \$2.75-\$3.25 to \$2.75-\$3.42 a day; at request of employees, with aid of labor organization, without strike.
Boston,	Housesmiths and bridgemen,	May	120	—	Increase from 45 to 50 cents an hour at request of employees, with aid of labor organization, without strike.
Boston,	Housesmiths' and bridgemen's helpers,	May	115	—	Increase from 35 to 38 cents an hour, at request of employees, with aid of labor organization, without strike.
Boston,	Ornamental iron workers,	May	30	—	Increase from 42½ to 50 cents an hour, at request of employees, with aid of labor organization, without strike.
Boston,	Ornamental iron workers' helpers,	May	30	—	Increase from 34 to 38 cents an hour, at request of employees, with aid of labor organization, without strike.
Printing and Allied Trades.					
<i>Printing and Publishing.</i>					
Brockton,	Compositors	Jan.	54	—	Increase from \$16.50 to \$17.00 a week, at request of employees, with aid of labor organization, without strike.

TABLE XIV. — Detailed Statement of the Principal Changes in RATES OF WAGES during the Year ending December 31, 1908
— Concluded.

INDUSTRIES AND LOCALITIES.	Occupations	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in Italics)
			Males	Females	
Textiles — Con.					
<i>Cotton Goods — Con.</i>					
Fall River,	Operatives,	May	1,901	2,039	Decrease ranged from \$1.38 to \$1.94 a week.
Fall River,	Operatives,	May	390	394	Decrease of ten per cent.
Fall River,	Operatives,	Jun.	529	210	Decrease of 17.94 per cent.
Fall River,	Operatives and other employees,	Jun.	381	329	Decrease ranged from 25 cents to \$2.45 a week.
Fitchburg,	Operatives,	Mar.	514	513	Decrease of ten per cent.
Grafton,	Operatives,	Apr.	261	206	Decrease ranged from 60 cents to \$1.79 a week.
Grafton,	Operatives and other employees,	Sep.	90	85	Decrease ranged from five to 80 cents a week.
Holyoke,	Operatives and other employees,	May	663	655	Decrease ranged from 36 cents to \$1.14 a week.
Holyoke,	Operatives,	Jun.	393	704	Decrease ranged from 55 cents to \$1.12 a week.
Holyoke,	Winders,	Jul.	—	41	Decrease of five per cent.
—	Operatives,	Apr.	101	105	Decrease ranged from 55 cents to \$1.48 a week.
Lawrence,	Operatives and other employees,	Apr.	2,082	2,521	Decrease of ten per cent.
Lawrence,	Operatives,	Apr.	266	311	Decrease of about five per cent.
Lawrence,	Operatives,	May	687	503	Decrease of ten per cent.
Lowell,	Operatives and other employees,	Mar.	5,328	4,281	Decrease of ten per cent.
Lowell,	Operatives,	Mar.	1,100	1,200	Decrease of 70 and 75 cents a week.
Methuen,	Operatives,	Apr.	134	132	Decrease ranged from one to 15 per cent.
Methuen,	Operatives,	Jun.	316	494	Decrease ranged from 58 to 66 cents a week.
New Bedford,	Operatives and other employees,	Apr.	605	473	Decrease ranged from 50 cents to \$1.56 a week.
New Bedford,	Operatives and other employees,	Apr.	6,264	5,332	Decrease of ten per cent.
New Bedford,	Operatives,	May	2,065	1,447	Decrease of ten per cent.
Northbridge,	Operatives and other employees,	Sep.	189	248	Decrease of about ten per cent.
—	Operatives,	Sep.	345	269	Decrease of about six per cent.
—	Operatives and other employees,	Mar.	594	818	Decrease of ten per cent.
—	Operatives and other employees,	Apr.	397	191	Decrease ranged from 88 cents to \$1.44 a week.
—	Operatives,	May	568	337	Decrease of about ten per cent.
—	Operatives,	Jun.	44	32	Decrease of ten per cent.
—	Operatives,	Apr.	392	235	Decrease of about ten per cent.
—	Operatives,	Oct.	930	1,065	Decrease of about six per cent.
—	Operatives and other employees,	Apr.	195	1,162	Decrease of ten per cent.
<i>Flax, Hemp, and Jute Goods.</i>					
—	Operatives,	Apr.	800	1,200	Decrease of six per cent.
—	Operatives,	Sep.	160	40	Decrease of ten per cent.
<i>Hosiery and Knit Goods.</i>					
Lowell,	Operatives and other employees,	Mar.	1,380	2,397	Decrease of ten per cent.
Lowell,	Operatives,	May	108	109	Decrease of ten per cent.
—	Operatives,	Jun.	33	127	Decrease of five per cent.

2. HOURS OF LABOR.

TABLE XV. — Detailed Statement of the Principal Changes in HOURS OF LABOR during the Year ending December 31, 1908.

INDUSTRIES AND LOCALITIES.	Occupations	Dates of Changes	Number of Em- ployees Affected	WEEKLY HOURS OF LABOR		Decreases per Week (Increases in <i>Italics</i>)
				Before Change	After Change	
Building and Stone Working.						
<i>Building Trades.</i>						
Boston,	Painters,	Jun.	1,100	48.0	44.0	4.0
Boston,	Steamfitters' helpers,	May	75	48.0	44.0	4.0
Brockton,	Lathers,	Jun.	23	48.0	¹ 46.0	¹ 2.0
Brookline,	Painters,	Apr.	74	48.0	44.0	4.0
Danvers,	Carpenters,	Jul.	27	48.0	² 47.3	² 0.7
Lawrence,	Roofers and helpers,	Apr.	28	48.0	54.0	6.0
Milford,	Plumbers and apprentices,	May	22	54.0	48.0	6.0
New Bedford,	Lathers,	Aug.	15	48.0	54.0	6.0
Pittsfield,	Bricklayers, masons, and plasterers,	May	75	48.0	³ 46.0	³ 2.0
Springfield,	Painters and paperhangers,	Apr.	195	48.0	44.0	4.0
<i>Stone Working.</i>						
Cambridge,	Pottery workers and laborers,	Apr.	52	60.0	55.0	5.0
Cheshire,	Quarrymen,	Apr.	46	54.0	60.0	6.0
Springfield,	Granite cutters, etc.,	May	31	48.0	46.0	2.0
<i>Building and Street Labor.</i>						
Gloucester,	Laborers,	Aug.	105	66.0	60.0	6.0
Gloucester,	Derrickmen,	Aug.	10	66.0	60.0	6.0
Norwood,	Laborers,	Jul.	65	60.0	54.0	6.0
Clothing.						
<i>Garments.</i>						
Boston,	Overall and sheepskin workers,	Apr.	400	54.0	48.0	6.0
Boston,	Pressers,	Feb.	75	53.0	48.0	5.0
Food, Liquors, and Tobacco.						
<i>Liquors.</i>						
Boston,	Assistant engineers,	Mar.	17	56.0	48.0	8.0
Boston,	Engineers,	Mar.	21	56.0	48.0	8.0
Boston,	Firemen,	Mar.	15	56.0	48.0	8.0
Metals, Machinery, and Shipbuilding.						
<i>Iron and Steel Manu- factures.</i>						
Beverly,	Horseshoers,	May	9	54.0	⁴ 53.3	⁴ 0.7
Boston,	Horseshoers,	May	200	54.0	⁵ 53.0	⁵ 1.0
Boston,	House-smiths and bridge- men,	Jun.	235	48.0	47.0	1.0
Boston,	Ornamental iron workers,	Jun.	60	48.0	47.0	1.0
Chicopee,	Blacksmiths,	Jul.	15	59.0	⁶ 58.3	⁶ 0.7
Lowell,	Horseshoers,	Apr.	38	52.7	⁶ 52.0	⁶ 0.7
<i>Miscellaneous Metal Manufactures.</i>						
Boston,	Brass workers,	Apr.	18	54.0	48.0	6.0
Boston,	Chandelier workers,	May	25	54.0	50.0	4.0

¹ Average for the year. Saturday half-holiday for four months.² Average for the year. Saturday half-holiday for summer months.³ Average for the year. Saturday half-holiday for 26 weeks.⁴ Average for the year. Saturday half-holiday for two months.⁵ Average for the year. Saturday half-holiday for three months.⁶ Average for the year. Saturday half-holiday in Summer.

TABLE XV. — Detailed Statement of the Principal Changes in HOURS OF LABOR during the Year ending December 31, 1908 — Concluded.

INDUSTRIES AND LOCALITIES.	Occupations	Dates of Changes	Number of Em- ployees Affected	WEEKLY HOURS OF LABOR		Decreases per Week (Increases in <i>Italics</i>)
				Before Change	After Change	
Printing and Allied Trades.						
<i>Bookbinding and Blank-book Making.</i>						
Boston, . . .	Bookbinders, . . .	Apr.	20	54.0	48.0	6.0
Public Employment.						
<i>State Employees.</i>						
Boston, . . .	Prison employees, . . .	Dec.	48	65.0	60.0	5.0
Boston, . . .	Prison employees, . . .	Dec.	10	84.0	60.0	24.0
Concord, . . .	Prison employees, . . .	Dec.	39	58.0	48.0	10.0
				66.0		18.0
				64.0		16.0
Concord, . . .	Prison employees, . . .	Dec.	15	60.0	48.0	12.0
				59.5		11.5
				56.5		8.5
<i>Municipal Employees.</i>						
Brookline, . . .	Teamsters and laborers, . . .	Jun.	185	48.0	¹ 47.7	¹ 0.3
Cambridge, . . .	Engineers and firemen, . . .	Feb.	9	54.0	48.0	6.0
Dighton, . . .	Laborers, . . .	Mar.	25	60.0	54.0	6.0
Reading, . . .	Town laborers, . . .	Mar.	30	54.0	48.0	6.0
Restaurants and Retail Trade.						
<i>Retail Trade.</i>						
Chicopee, . . .	Meat and grocery clerks, . . .	Nov.	28	78.5	² 74.0	² 4.5
Fall River, . . .	Provision clerks, . . .	May	30	80.0	74.0	6.0
Transportation.						
<i>Railroads.</i>						
—	Railroad telegraphers, . . .	Mar.	129	60.0	48.0	12.0
—	Railroad telegraphers, . . .	Mar.	57	72.0	54.0	18.0
—	Railroad telegraphers, . . .	Mar.	13	77.0	56.0	21.0
—	Railroad telegraphers, . . .	Mar.	10	77.0	63.0	14.0
—	Railroad telegraphers, . . .	Mar.	15	84.0	63.0	21.0
—	Railroad telegraphers, . . .	Mar.	55	84.0	56.0	28.0
Miscellaneous.						
<i>Barbering.</i>						
Adams, . . .	Barbers, . . .	Jul.	14	68.0	67.0	1.0
Greenfield, . . .	Barbers, . . .	Jun.	19	68.0	67.0	1.0
North Adams, . . .	Barbers, . . .	Jan.	40	76.0	75.0	1.0
Rockland, . . .	Barbers, . . .	Mar.	25	64.5	64.0	0.5
<i>Paper and Paper Goods.</i>						
—	Paper-mill employees, . . .	Jan.	109	60.0	54.0	6.0
—	Paper-mill employees, . . .	Jan.	49	72.0	48.0	24.0

¹ Average for the year. Saturday half-holiday granted for longer period than in previous years.² Saturday half-holiday granted for entire year; in previous years for three months.

